Labor — 1914

Bled White, England Is Stopping Emigration

Constitution 8—8—14

No More Men Available for the New Lands Across the Sea, and Steamship Companies and Emigration Agents Are Feeling the Pinch—Less Than Half as Many People Have Emigrated to Canada This Year as Last, and Australia Is Keeping Up the Stream Only by Offering Free Passage and Guaranteeing Employment.

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London, August 8.—A few years ago the great problem in England was what to do with the surplus population. Then on every hand one heard and read of schemes for drafting off to colonies the men and women for whom there was no room and no use at home. We were told that the empty acres of the empire needed men and that the mother country had men and to spare. We heard fine phrases about bringing the landless men to the manless lands and emigration was held out as the solution of all England's social problems.

Today all that is changed. It is true that the manless lands of the outlying portions of the empire are still calling for men, but the mother country can no longer supply them. It has been bled white by emigration and today the very publicists who, two or three years ago, were preaching the wholesale export of British bone and sinew, are demanding that a way be found to keep the men that England needs at home.

The truth is that emigration has been overdone. Prolific as the working class of the United Kingdom is, it cannot continue to supply population for half the world. Moreover, the best of the stock has already been drained away by emigration and those that are left are inferior, both as working and breeding stock. Hence the agitation among English public men which is reflected in Lloyd George's land campaign on the liberal side and the Tory demand for the creation on the soil of a large class of independent owner cultivators, which shall take the place of the now almost forgotten yeomanry of England.

Great Strain Imposed.

One can form some idea of the great strain which emigration has imposed on the British population and how the strain has been steadily growing by the following figures. There have been for the last two or three years about forty societies in this country engaged in the work of fostering and assisting emigration. The number of British emigrants in 1900, before the great emigration campaign began, was 71,188. In 1912, it had increased to 268,000. In 1913, it had fallen off a little and the number was 241,997.

Mere statistics, however, hardly convey the magnitude of the loss to England. Jesse Collings, M. P., who is one of the leaders in the new campaign to keep Englishmen on the English soil, puts it more picturesquely when he states that the loss by emigration every year for the last three or four years is in excess of the whole population of typical rural countries like Bedfordshire, Buckinghamshire or Shropshire. These three counties are situated in the garden of England and probably support a larger purely

JESSE COLLINGS,

Leader in the English movement to bring the man back to the land.

rural population per acre than any others in the United Kingdom.

If additional proof is needed that England's day as the nursery of the empire is at an end it is supplied by the attitude of the great self-governing dominions which have been seeking their population in the mother country. A year ago every town in England and Wales had its emigration agent who worked in co-operation with the representatives in London of the governments of Canada and Australia. In addition to that the great Canadian railways maintained emigration offices all over the country and employed a staff of able lecturers to travel from village to village describing the advantages of life in the new lands. Then there were hundreds of private agents who made large incomes from the sale of railway and steamship tickets. Today all this is changed. A representative of the Canadian government told me a few days ago that Canada had virtually abandoned her campaign in England. More than a year ago she realized that no more men could be obtained from Ireland and Scotland and withdrew her agents from these countries.

Turning to the Continent.

Now England is to be abandoned in the same way and I am informed that she is turning her attention to the continent of Europe where there are still human reservoirs to be drawn on. The railways have already done so, as is shown by the concession acquired in Austria by the Canadian Pacific a year ago and just renewed after a long suspension.

Most of the private emigration agents have closed up their offices here. At least a dozen who were doing business in London have gone back to Canada, and I hear from all parts of the country that the local men who have been advising their neighbors to emigrate are now taking their own medicine and leaving for the new lands. The extent of the slump in Canadian emigration is shown by the following official figures: Immigration into Canada for April and May of this year shows a decrease of 78,270, or 53 per cent, as compared with the corresponding months of last year. The total for the two months is only 68,153, and it is expected that the total immigration for the year will not exceed 150,000, which is about the figure of ten years ago.

Australia, which needs men more acutely even than Canada, is also feeling the pinch and is adopting extraordinary methods to cope with the new situation. At present she is getting practically all her emigrants from Great Britain, but she is buying them at a high price. The old policy of "assisting" desirable emigrants has been extended, until now any able-bodied Englishman or woman who wishes to go to the southern continent can obtain a passage free of all immediate cost. The Australian government provides exceptionally comfortable steamship accommodation, and an outfit, without the payment of a penny down. The amount thus advanced may be repaid in easy installments by the emigrant after his arrival in Australia, and the government moreover guarantees to find him employment at three or four times English wages immediately on his arrival or to support him until employment is provided.

Australia is also taking out large parties of boys from poor law and orphan institutions who are placed on farms and trained under the supervision of government officials. Hardly a week passes that a shipload of 500 or more of these boys is not dispatched from London. There are signs, however, that even this source of supply is running short.

Exceedingly Serious.

These new conditions are exceedingly serious for both Canada and Australia. South Africa, the third great self-governing dominion, is not in as bad a plight, as it has an almost unlimited reserve of native labor to draw on for the development of the country, but both Canada and Australia must look to the outside world for population. Both countries are exceptionally keen on remaining white men's countries and both have an insistent alien problem. Canada is threatened with the invasion of hosts of East Indians and Chinese whose advent would reduce the standard of living, and Australia is coveted by Japan with her teeming population and lack of room for expansion at home. A virile and numerous white population is necessary if the countries are to be preserved for the white race.

Canada, in addition to her Austrian campaign, is already turning her eyes toward Russia as a source of supply, but she is likely to meet with little encouragement from the Russian government, which has its own unpopulated lands in Siberia to fill, and which has never encouraged the emigration of its people unless they happened to be Jews. Australia has been considering a source of supply in Italy and southern Europe, but these peoples have hitherto preferred the South American countries, where climate and language alike combine to make them feel at home.

In the meantime England is busying herself with preparations to repair the damage done by the unrestricted emigration of the last few years. How great that damage is one must be familiar with the countryside, as it is and as it was, to appreciate. A few weeks ago traveling through the west of England by motor I noticed that almost every village had half a dozen or more deserted cottages falling into decay. In the small towns there were always a number of shops to let and great tracts of land in the country which a few years ago were devoted to wheat and oats, were now laid down to grass. Inquiring the reason, I was told that the village houses were empty because the people who had lived in them had gone to Canada. The shops were to let for the same reason. The shopkeepers had followed their customers across the Atlantic or to the Southern Pacific. The grass lands were explained by the fact that the farmers of England can no longer obtain sufficient competent agricultural labor for grain growing, and are forced more and more to go in for the simplest form of cattle fattening, which can be done with a minimum supply of men.

Supply of Labor Deficient.

This feaure of the situation is dealt with by the board of agriculture in a special report which was issued recently. This report shows that since 1901, 388,000 acres have been withdrawn from cultivation altogether and about 1,060,000 acres have been withdrawn from arable cultivation. Even then the board states the supply of labor is deficient. The following paragraph from the report is significant of the situation:

"It is evident that at the present time considerably more men could find employment on the land, than are now available. There certainly appears to be a fairly general deficiency of skilled farm hands. The manual arts of agriculture are being neglected even by those who seek employment on the land."

The last paragraph is significant of the lowered quality of the men who are left. The skilled men have gone, leaving behind those who are less efficient and who apparently have not even the ambition to become efficient. Speaking of the emigration problem the board says:

"This accelerated emigration is attributed to several causes, the most generally mentioned being the activity of the emigration agents in advertising the allurements of colonial life. They appeal to a generation which has become accustomed to the modern disregard of distance.

Public Men in England, Alarmed by the Depopulation of the Countryside, Are Considering Schemes to Keep the People at Home—State Aid to Establish Small Farmers on the Land—Military Danger to England in Shortage of Men for the Army and of Food Supply for Those Left at Home in Time of War.

"Canada today seems as near to the young countryman as London did to his father. The freer life, the easy facilities for becoming a landowner, the wider scope for energy and enterprise and the higher wages for manual labor are the prospects which appear to be the chief inducements to our rural population to emigrate."

Another feature of the danger to England of this drain of its best men is its military one. Ever since England had a standing army it was recruited from the agricultural class. As a rule, town workmen and mechanics do not enlist except in the technical arms like the engineers, the artillery, and the new flying corps. The infantry and cavalry of the line have been recruited from the farms and that source of supply is no longer available. For some years the military authorities have been trying to meet the new situation by reducing the physical standard for recruits in order to let in the young townsmen, who in the old days would have been looked at by a recruiting sergeant. The result is clearly shown in the physique of the army, but even under the new conditions there is a serious shortage of men, and a good many of the regiments appear at first sight to be made up of half-grown boys.

Dependent for Food.

Still another feature of the military danger which is exercising the minds of England's statesmen is the growing dependence of England on the countries overseas for food. A few years ago it was estimated that in case of a foreign war which would temporarily close the sea routes to British trade the country would have enough wheat and other food to subsist for three or four months without undue distress. Today experts declare that there is never food enough in the country to last seven weeks and seldom more than enough for three weeks. This view was expressed by a famous admiral speaking, a few days ago, on the enormous expenditure on the navy.

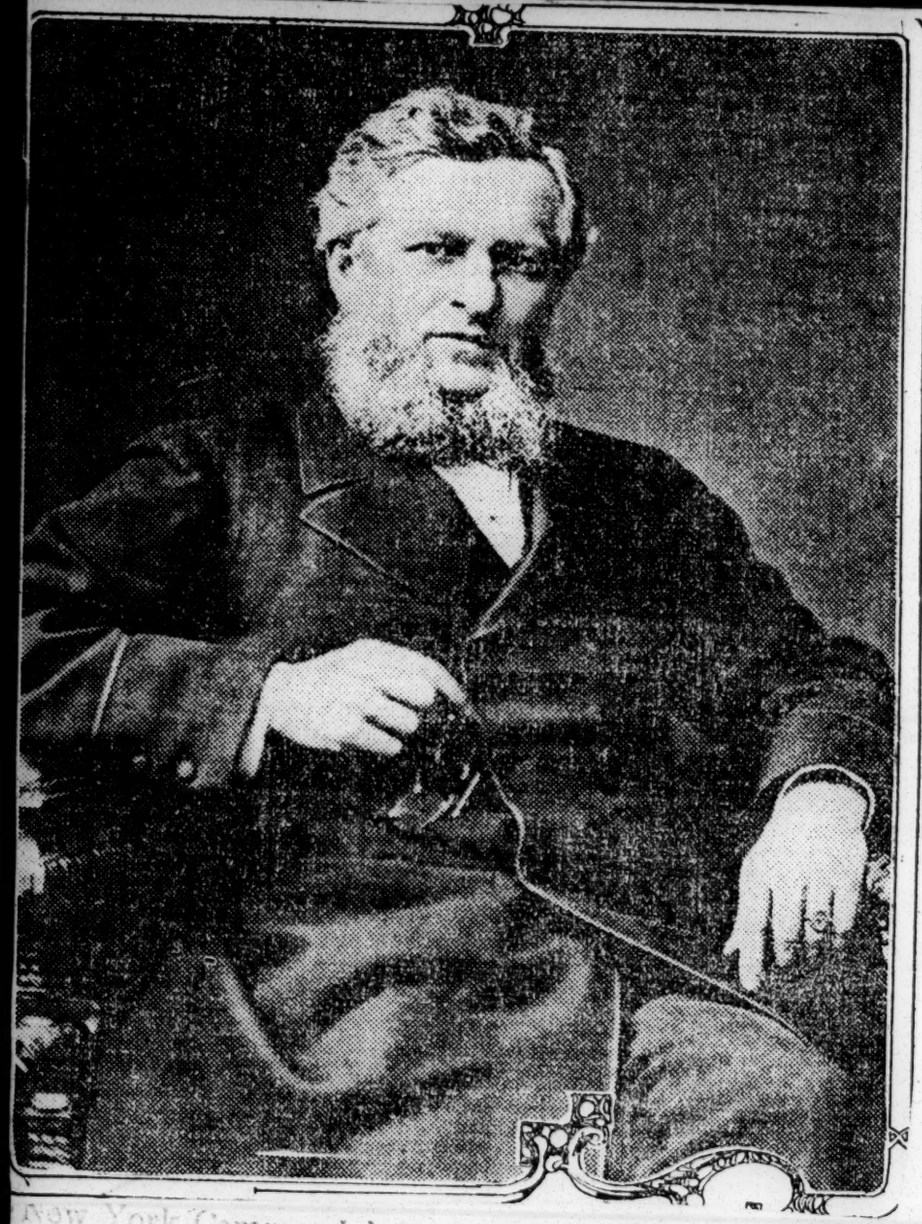
"You might as well chuck the money into the sea for all the good it will do," he said. "What is the use of our going to sea and winning battles of Trafalgar if we leave a starving population behind? It is no use your boasting that we have a powerful navy and that, therefore, having command of the sea, our food supply is safe. You cannot get a naval officer to say so."

Most Hopeful Sign.

The most hopeful sign from the point of view of England is the increasing interest which is being taken in the small holdings movement. All over the country colonies of men farming from two or three to fifty or sixty acres are springing up and both parties in parliament are pledged to foster the movement. Under the small holdings act passed by the present government and now in force, county authorities buy the land, when it is demanded, from the owners, cut it up into small farms, and lease these to applicants. This plan has worked fairly well, its weak point being that the tenants must always remain tenants and cannot become owners of the land. The unionists' scheme is to finance the purchase of small holdings by the agricultural population in the same way that land purchase in Ireland has been financed, and thus to create a class of occupying owners on the land.

In any case it seems certain that Canada and Australia will have to look elsewhere for men. England has use now for all that she can breed at home.

JOHN S. STEELE.



New York Commercial

June 1914

FOREIGN TRADE CONVENTION

The *New York Commercial* has devoted all the energy and resources at its disposal for many years to promoting the foreign trade of the United States and one of the things it has persistently advocated is that our manufacturers and exporters shall keep in close touch with Congress and the Federal Administration at all times. They are always sure to receive a welcome and a courteous hearing at Washington no matter what party is in power.

Many of them do not see eye to eye with the party now in power when the tariff is under discussion, but they should realize that those now in office must stand or fall by the results which attend attempts to extend our trade in all the open markets of the world. The tariff bill now in force must be justified by the outcome because its advocates, from President Wilson down, pressed it upon Congress for the purpose of enabling this country to compete more successfully in foreign markets. If gains in export trade do not follow the verdict of the people will be that it has failed to accomplish the chief object which its advocates seek and expect to attain.

Addresses were delivered and papers were read before the convention last week regarding the outlook for export business and the handicaps under which American manufacturers struggle in competing with England and Germany. As labor constitutes the most important and costly element in fixing the price of manufactured articles and as wages are much higher in this country than in any part of Europe American manufacturers cannot compete unless they can obtain their raw material more cheaply and can offset higher wages by a greater volume of production by each individual workman. Labor must give to the export trade higher skill and greater speed in production than foreign workmen attain. American manufacturers depend on superior machinery and men who can run the machines at higher speed than is common in European workshops.

Contrary to general opinion, a high degree of skill is required in operating fast running machines and the lower classes of labor do not meet the requirements. A good if somewhat extreme example of this is the utter failure of all attempts to employ Southern negroes in textile mills except as laborers. A negro standing in front of a spinning frame or a high speed loom will go to sleep. The montonous noise seems to hypnotize him. The skill and mental requirements of a ring frame spinner are not very high but they are too high for the black man of the South. Though some slight recession in business exists today the manufacturers are still unable to get all the skilled help that they need and their wants are not being met by the class of emigrants now flocking to our shores.

In connection with foreign trade much was said at Washington about the American merchant marine. As long as our navigation laws forbid the employment of Japaneso and other Orientals our shipping will be hopelessly handicapped in all attempts to compete for the carrying trade between this country and Asia. The Japanese have proved themselves to be the best sailors that can be employed at low wages and it is impossible to find American crews that can compete with them. The Federal administration is pledged to do all that it can to foster our foreign trade but it cannot accomplish the impossible as far as carrying American goods in vessels flying the American flag is concerned.

Among those who addressed the convention in person or who contributed papers read and submitted for its consideration, were James A. Farrell, president of the United States Steel Corporation; James A. Arnold of Fort Worth, Texas, who spoke of commerce in the Gulf States; Charles A. Conant on the relation of the new banking law to foreign trade; A. H. Baldwin, of the Department of Commerce on the work of that department at Washington; Wilbur J. Carr, director-general of the Consular Service, on the assistance our diplomatic service gives to our trade, George L. Duval of New York on the importer and exporter as merchants; Captain Robert Dollar, president of the Dollar Steamship Co., on how to sell goods abroad; Prof. Henry C. Emery of Yale on tariff and foreign trade; W. Cameron Forbes on trade with our dependencies; John F. Fitzgerald, former Mayor of Boston on New England in foreign trade; P. A. S. Franklin, vice-president of the International Mercantile Marine Co. of New York, on ocean transportation; Ellison A. Smythe, president of the Cotton Manufacturers' Association of South Carolina on exports of southern cotton mills; E. C. Simmons of St. Louis, on existing commercial conditions; John D. Ryan, president of the Amalgamated Copper Co., on the effect of the Sherman Law on export trade; Welding Ring of New York on trade with Australasia; M. A. Oudin of Schenectady on government assistance in foreign trade; Prof. Jeremiah W. Jenks of New York University on our balance of trade; H. G. Herget of Chicago on conditions in the central states; James J. Hill, builder of railroads, on the future of our foreign trade; Fairfax Harrison, president of the Southern Railway, on the railroads and export trade; Alba B. Johnson, president of the Baldwin Locomotive Works, on Latin America; Edward N. Hurley of Chicago on the Panama Canal and its trade possibilities; Willard Straight of New York on foreign trade and foreign loans, and S. D. Webb, president of China & Japan Trading Co. on oriental trade.

The consular service of the country was highly praised by all who referred to it and while many suggestions were made all agreed that it has been developed and improved into a high state of efficiency in recent years. Our consuls need the assistance and co-operation of all who are interested in export trade. That they appreciate and welcome every effort in this behalf is proved by the letters of appreciation from them which are pouring into the office of the *New York Commercial* regarding the usefulness of "America's Leading Manufacturers," the second edition of which has been distributed throughout the world recently and is now on file in every American consular office.

A GOOD IDEA.

Inquiries have been made of The Bee from time to time, as to how many and what the character of the colored mechanic element in this city. Owing to the absence of an up-to-date business directory it has been impossible to furnish more than an approximate number and an unsatisfactory estimate of the kinds of trades represented. As a statistical proposition, without any reference to the economic side, an accurate list of mechanics is highly desirable. There are many people who would be glad to hire colored mechanics in large number and various capacities if it were certain that they could be employed without incurring the opposition of white labor unions. But when asked concerning the subject, no definite or reliable information can be furnished.

The injustice of contending that equality of citizenship must not be exptected until the colored people show proficiency in the trades and mechanic arts, and when shown, of being ignored notwithstanding, has appealed to many sympathetic and fair-minded people in this city, and they are anxious to see that justice is done where merit is displayed. It has occurred to The Bee that if every colored mechanic of known proficiency, in the city, were listed and published, together with urgent appeals for recognition, many who are now obliged to do "odd jobs" at underpaid wages would be able to secure more work at much higher wages. If every colored mechanic in the city will send to the office of The Bee a card on which are written the name, address, trade, experience, and any other information of pertinency, a list will be published each week, at a nominal charge, in addition to a regular subscription for the paper. By this means the numerous colored patrons of The Bee will be able to locate needed mechanics, reliable statistics may be compiled, and our many white friends informed just to what extent they can rely upon colored mechanics for any work they may be inclined to offer colored workmen. Write to The Bee, show an interest in the plan, talk it up among fellow-mechanics generally, and a great service will be rendered the public generally, those whites who are interested in us specially and the body of mechanics individually and severally.

Remember, the cost will be very slight.

NEGRO CHILDREN

Taking the Lead—Southern White Children Compelled to Seek Work While the Colored Go to School—Says Miss Eschenbrenner.

Winona, Miss.—"In the South today the Negro children are attending school and receiving an education while the children of the white residents are going into the cotton mills to a life of drudgery with opportunity entirely closed behind them," said Miss P. J. Eschenbrenner, membership secretary of the National Child Labor Committee of New York.

"It is a condition that we find true in spite of the apparent lack of logic," she continued. "The white children will not work with the Negroes and as a consequence the mills are closed to colored children in order that the whites may be packed into the workshops. The Negro children, as a result, are going to school.

Labor — 1914

Influx of Mexicans Into U. S. Fleeing Conscription Menace to Race Labor

The Chicago Defender 5-9-14.

Thousands of Refugees Seeking Haven from Poverty and Untold Miseries in Strife Ridden Country Find Way Into Texas and Kansas and Supplant Honest Afro-Americans in Various Avenues of Employment.

ILLITERATE AND GREASY PEON NO GOOD TO ANY ONE.

Taciturn and Seclusive He Indicates No Desire to Affiliate With Any Race.—Lives in Filth and Squalor and Carries Possessions on His Back.—Treated Like Whites When Traveling, But Will Eventually Prove a Serious Problem.

(Special to The Chicago Defender.)

By Ralph W. Tyler.

San Antonio, Tex., May 6—The Mexican revolution which has impoverished Mexico and resulted in untold misery and slaughter of human beings, not only now presents a problem for this country, but the influx of Mexican refugees into this country who have fled, and are fleeing from their country to escape conscription, presents a very grave and menacing problem for the Afro-Americans, especially of this state, and even for those as far west as Kansas. These thousands of Mexicans that have arrived, and are arriving daily into Texas, constitute a menace to race labor in that they are driving the Afro-American out of employment on city work, public buildings, railroad construction work, farm work and other work upon which he has heretofore almost exclusively been employed. In this city the Mexican population has increased to quite one-third of the total city population. In nearly all the construction work here, and to a large degree throughout the state, the Mexican has driven the Afro-American out because he works cheaper, and is able to live cheaper than the Afro-American, the Afro-American being unable to adjust himself to the filth and squalor to which the Mexican peon is indifferent.

Lives Cheaply in Shacks.

Not only is the Mexican driving the race out of construction work, but as drivers of delivery wagons, autos, and carts he is doing the same thing. And he is even found serving as porter and cleaner around railroad stations. Practically all the railroads running through Texas, as well as city lines, are employing Mexicans on construction work, to the exclusion of Afro-Americans. In Houston, Temple, Waco, Dallas, Fort Worth, and other Texas towns the Mexican peon threatens to supplant Afro-American labor. Even in Missouri and Kansas the Mexican peon as a railroad construction hand is beginning to present a menacing problem for unskilled race labor. The Mexican peon lives cheaply in shacks with scarcely no furniture. So scant is the furniture in their homes that when they decide to vacate one house to occupy another they can almost imitate the legendary Arab, who, in the silence of the night, folded his tent and quietly stole away. The moving of a Mexican from one house to another is but a matter of a few moments. Many of their homes do not even contain chairs—they squat on the floor as the red men squat in their tepee.

Dirty Peon Treated Like Whites.

There is nothing common between the Mexican peon, who has arrived and is arriving in this state daily, and the Afro-American. The Afro-American down here regards himself as being superior to the grossly illiterate and greasy Mexican peon; and the peon, taciturn and seclusive, gives no indication of a desire to affiliate with him. He indicates no desire to affiliate with any race. They are content to be let alone with their own. On all the railroads, no matter how filthy nor how dark of skin—and some of them are very dark—the Mexican peon rides in the same coach with the whites, and that too without complaint from the whites, while Afro-Americans, no matter how cleanly and genteelly attired or how cultured, are forced into the small compartment labeled "For Negroes." Verily, the Mexican revolution which has emptied into America's melting pot thousands upon thousands of Mexican peons, presents a most seriously menacing problem to the unskilled Afro-American laborer, not alone in this state, but in sister states lying to the north, whose railroad lines run into and through this, the Lone Star State. And this menace, fully realized and appreciated by the race, suggests to the local business leagues in this section increased activity, and greater race co-operation.

North of the Rio Grande.

The Mexican who, for the past three years, has reveled in the murder and outrage of Americans on Mexican soil, and confiscations of American property located in the Aztec country, are now free to cross the Rio Grande, and once over the divide, southern municipalities, southern railroads and corporations reward these brigands of yesterday with employment, in preference to the Afro-American who heretofore has been the strong, willing and docile ox. This country will soon have, if not already, a Mexican problem on the north side of the Rio Grande more serious than the one now confronting it on the south side.

The Mexican peon whose illiteracy is far lower than was the races fifty years ago, and whose instinct, training and tendency is inclined to treachery, brigandage, cold-blooded murder and barbaric revolt, has nothing in common with the whites of this section. The "benevolent assimilation" advocated for the Philippines will never appeal to the densely ignorant son of the Aztecs. The Afro-American has every reason to regard with grave distrust the influx of thousands of Mexican peons into the United States.

Negro Boy Does Clerical Work.

A prominent southern cotton mill employer told me recently that he was compelled to employ a colored boy for clerical work in the office of the plant because there were no qualified white children there.—Pittsburg Courier.

Brown Plays Both Ends Against the Middle on Labor, Asserts Farmer

Constitution 8-10-14

Ex-Governor Is Attacking Organized Labor in Rural Sections, and Posing as Labor's Friend in Cities, Says L. P. Baker in Pointed Card.

Declaring that ex-Governor Brown attempts "to play the strong against the weak, the rich against the poor, the farmer against the city man, the laboring man against the employer, the employer against the employee, falsehood against truth, friend against neighbor, and both ends against the middle," L. P. Baker, one of the leading farmers of Ben Hill, Ga., has issued a statement dealing with what he terms the ex-governor's effort to deceive both the farmers and the city people.

In the course of his statement, which is the most stirring utterance of the present campaign, Mr. Baker calls attention to two circulars, both of which treat of labor organizations and both of which are credited to Mr. Brown. One of these circulars, Mr. Baker says, is distributed exclusively in rural districts, and is headed "Joseph M. Brown Scores Labor Leaders," while the other is distributed only in cities and is headed "Joseph M. Brown Corrects Misstatements of His Position on Organized Labor." Mr. Baker comments in this connection as follows:

"It is clear that while he is denouncing labor organizations to the farmers as 'A Menace to Life and Property,' he is attempting to deceive his former friends, the laboring men of the cities, into believing that he is still their friend. And it is equally clear to my mind, and should be clear to every other farmer, that his circular above referred to was designed by the ex-governor to deceive his 'Uncle Reuben,' as he calls us."

The statement in full follows:

Editor The Journal: In the interests of fair play and truth I am handing you two circulars being circulated by Joseph M. Brown, candidate for the United States senate. You will note that these two circulars are written upon the subject of organized labor and are signed by Joseph M. Brown. But while the two circulars are written upon the same subject by the same man, they are opposite in expression and sentiment.

To the farmers of Georgia he is no doubt mailing the circular under headlines, "Joseph M. Brown Scores Labor Leaders," and in this circular he brings in once more the negro as a scarecrow for the farmer and contends that labor organizations are "A Menace to Life and Property."

To the city voters he is no doubt mailing the other circular headed "JOSEPH M. BROWN CORRECTS MISSTATEMENTS OF HIS POSITION ON ORGANIZED LABOR," from which circular I quote Governor Brown's own words as follows: "PERMIT ME TO STATE THAT IN NOT ONE SINGLE PUBLIC OR PRIVATE UTTERANCE I HAVE EVER MADE, HAVE I INDICATED ANY OPPOSITION TO ORGANIZED LABOR." This last statement, in expression and sentiment, is directly opposite to the one he is sending to the farmers.

Deceiving Former Friends.

In view of these facts it is clear that while he is denouncing labor organizations to the farmers as "a menace to life and property," he is attempting to deceive his former friends, the laboring men of the cities, into believing that he is still their friend. And it is equally clear to my mind and should be clear to every other farmer that his circular above referred to was carefully designed by the ex-governor to deceive his "Uncle Reuben," as he calls us.

I speak of the laboring men as Governor Brown's former friends for the reason that it is well known that in 1908 fully 90 per cent of the laboring men of Georgia supported and voted for Governor Brown, and it was through their assistance that he attained to prominence and power in the state. In those days, when he needed and received their support, they were not denounced by him as anarchists, but were referred to on every possible occasion as "the highest type of American citizenship." But during his administration a break occurred between the governor and these friends on account of which he feels that he cannot in the present race depend upon them for many votes. Therefore, he opened his present campaign with a vindictive assault upon these former friends—making what he alleges to be their short-comings the basis for his elevation to the United States senate. At first glance an attack upon organized labor by anyone seeking political preferment in this country would appear to be an indication of courage. Governor Brown, seeking to strengthen this possible view of the matter and to take advantage thereof, spouted forth page after page of condemnation of these former friends. He carefully searched the country over for all the jaw-breaking foreign names he could run across in an effort to create the impression that labor organizations are made up almost entirely of this class of citizens.

After all this denunciation of the laboring men of Georgia, he "CORRECTS MISSTATEMENTS OF HIS POSITION ON ORGANIZED LABOR." With characteristic hair-splitting he contends that he is not opposed to organized labor. At the same time he is missing no chance to spread broadcast among the farmers of Georgia the idea that organized labor means organized lawlessness and is A MENACE TO LIFE AND PROPERTY.

Required No Courage.

Now, as a matter of fact, did it require any great courage for Governor Brown to launch this vicious campaign against his former friends? He had lost their friendship and their votes. He had all to gain and nothing to lose. It will be noted that before raising his cudgel "Mr. Brown took care to ascertain the exact number of votes he would have to reckon with. The fair-minded who examine his attitude toward his former friends among the laboring men will find very little courage and a great deal of ingratitude.

And those who search the ex-governor's record and utterances for evidences of treachery, duplicity and deceit will find him attempting to play the strong against the weak, the rich against the poor, the farmer against

the city man, laboring man against the employer, the employer against the employee, the white against the black, falsehood against truth, friend against neighbor, and both ends against the middle.

He has fooled some of his other friends, but we will see if he can fool his "Uncle Reuben."

Respectfully,

L. E. BAKER.

Ben Hill, Ga., August 8, 1914, R. F. D. No. 3.

(Adv.)

BROWN ANSWERS LABOR LEADERS

Constitution

"Little Joe" Defends His Platform for United States Senate in Card, Replying to Heads of Georgia Federation. 7-26-14

To the People of Georgia: The heads of the Georgia Federation of Labor, viz., Messrs. Jerome Jones, W. C. Puckett, Louie P. Marquardt, S. B. Marks and Robert Fechner, have made an extended "reply" to the platform upon which I am asking your votes for the office of United States senate.

This "reply" consists to a great extent of flippant personal ridicule and of a practical declaration against my plea for compulsory arbitration in disputes between employers and employees. On these I do not deem it necessary to comment.

But I call your attention to the following extract from their "reply" which refers to another phase of labor unionism as shaped by some of the very parties who are attacking me in this "reply," viz.:

"'Little Joe' says organized labor is 'affiliated' with negroes and helping them form unions, and that this will lead to 'social equality.'"

"A more false and cowardly assertion has never been made. 'Little Joe' knows that there is not a single white labor unionist in Georgia, or the south, who would stand for that sort of thing.

"It is true that we see no harm in negroes forming unions among themselves in certain of the trades. They are human beings. Whatever will tend to make better citizens of themselves benefits not only the black race, but the whites. The best white people in the south hold forth a helping hand to this unfortunate people in things material and moral.

"This is as it should be. And if, as in the case of the whites, the blacks can better their moral and material condition by forming co-operative labor organizations among themselves, we say, in God's name, let them do it."

Proof of the Case.

These are very positive declarations. But what is the proof in the case?

The southern labor congress, with Jerome Jones, president, and W. C. Puckett, secretary, at its last annual meeting in Nashville, Tenn., September 19, 1913, voted to affiliate with the negroes.

Webster's dictionary defines affiliate as meaning: "To receive into a family as a son."

I have shown in a letter published April 26, 1914, that an organization of carmen voted to "affiliate" with the Georgia Federation of Labor, and quoted a labor union paper as saying, "We gladly welcome the carmen into the family." Therefore, when Jerome Jones and W. C. Puckett voted to affiliate with the negroes they voted that negro labor union strikers will not burn and murder in order to enforce the demands for which they go on strike in Georgia? And with these facts exposed, do you wonder that the labor union leaders seek to break their force by alleging that I am fighting "labor," that I am "the foe of organized labor?"

Now, I ask the white members of the labor unions in Georgia: Who is more jealously guarding your honor and endeavoring to steer you away from the pitfalls of anarchy and contumely—Joe Brown, or your paid and trusted leaders who are pocketing the high salaries they are drawing from you and leading you into the mire of lawlessness and self-debasement? Will you follow Joe Brown back to the law, or will you go with your present leaders into negro affiliation and the racial degradation and probable war upon white employers which are its logical results?

Let me here add that I have a letter from a gentleman in a middle Georgia county from which I quote:

Negro Secret Societies.

"Through this section of the state there is a large number of negro secret societies. In this county there is one in every militia district except one. There is abundant circumstantial evidence to support the opinion among white people that in these secret societies the negroes discuss and try to regulate the price of cooking, nursing, chopping cotton, picking cotton, etc. Also, it has been suggested several times that they made up what is commonly known as a 'black list' of white people, who have a very hard time getting washerwomen, cooks, nurses, etc. I have often thought and wondered whether there was any connection between these negro secret societies and the white union leaders of the cities."

Finally, I call your attention again to the fact that Samuel Gompers, president of the American Federation of Labor, said that in Senator Hoke Smith organized labor would always find "a dependable friend."

Senator Smith cannot be blind to the fact that the labor unions have paralyzed the public utilities, holding up the commerce of the country and violating the laws which command the carriage of the mail. He cannot be blind to the fact that these unions have voted to affiliate with the negroes, and that the unionizing of the negroes portends the embarrassment of every white city housekeeper and every white farmer in the south who hires negro labor.

And yet he spends his time interfering with the right of congressmen to name the postmasters in towns in their districts, speaking and voting on both sides of the canal tolls question, endeavoring to curtail the parcel post regulations, appropriating as his own bills introduced by others, which bills he thinks will be popular with the masses, and in the meantime ignoring not only the claims of white men to responsible offices which are being given to negroes, but also lifting not so much as his voice to stay his friends, the labor unions, from steps which, if taken with the negroes, will bring disaster to the white people in every county in his state. His affinity with the labor unions is indisputable. In that affinity we find no hope of protection from the menace the negro affiliation policy of the leaders of the unions holds over the white race in the south.

JOSEPH M. BROWN.

Marietta, Ga., July 25, 1914.

I now call your attention to the following information: There is, or was a few weeks ago, a bricklayers' union in Columbus, Ga. My informant wrote me: "The membership is composed of both white men and negroes. Their president is Henry Marshall, a negro, who lives on Rose Hill, Columbus; Charlie Jones, another negro, is their secretary and treasurer. The above information was secured from President Marshall."

Confirmatory Evidence.

But there is confirmatory evidence of the real intent of the labor federation leaders as to the negro, viz.: Mr. Jerome Jones, in his Journal of Labor, answered my comments on the vote of the southern labor congress to affiliate with the negroes. From that answer I quote (emphasis mine):

"For business reasons—for economic reasons—**there is no doubt of the wisdom of organizing the negro,** bettering his working conditions, **regulating his hours of labor,** within reasonable and just limits, and **making a standard of wage for him in the various occupations which he pursues.**"

This concedes the whole economic part of the case I have made. They would regulate the hours for work and the wages which not merely "capital," but all employers must pay not only to negro bricklayers, but also to negro butlers, coachmen, cooks, washerwomen, seamstresses, etc. They would enable the negroes in all occupations in cities and towns to "hold up" their employers. This would be to the white race in general more disastrous than their negro affiliation plan, for they could not enforce that on their own members who do not propose to stand for it; but if they raise the wages and shorten the hours of all the negro servants and other negro workmen and women, they radically increase the expense and multiply the troubles of every white employer in the south. Every white lady in whose home negro servants are hired then becomes subservient to those negroes.

The statements they have made that the Federation of Labor has a working agreement with the Farmers' union do not help their case at all, for anyone may know that when the negroes in the cities are "organized" to work only eight hours per day and get higher pay, the negroes in the country will lose no time to enforcing eight hours per day and higher pay. Every farmer, therefore, who hires negro labor can see what is before him if the labor federation continues its negro affiliation plan, which its leaders clearly indicate their determination to do. Even with present conditions, every white farmer in Georgia is, by his work or by the work he controls, carrying fifteen people on his back. Shall the labor unions be allowed to make that burden heavier?

The Strike Method.

Now, how will the labor federation teach the negroes to enforce their demands above indicated? Why, of course, by the strike. I have shown that some of the foreign labor union strikers in California, Washington, Colorado, Michigan, Indiana, West Virginia, Pennsylvania, and I can now add Montana and Arkansas, have dynamited the homes of non-union workmen and murdered non-union workmen and officers of the law. I repeat that foreign labor union strikers have done theve felonies and murders in the states

THE RELATION OF EMPLOYERS AND EMPLOYEES.

The Need of Mutual Understanding

The relation of the employer and employee is a close one, each in a way is dependent upon the other. There must be a mutual understanding between the two, otherwise the great end to be accomplished must go by default. If the employee is derelict in duty, the plans of the employer must miscarry, hence the importance of thorough understanding between the two parties. This is so well understood that employers are very careful in the selection of their help. They must have regard for their fidelity and interest in the running of the business in which both are engaged. If the employee is careless, indifferent and disregardful of the business of the employer, the business must suffer, and in the end the object and purpose sought fall flat.

In the opinion of The Independent, the employee can not be guilty of a greater wrong than to accept the employment of their employer and then fail to carry out in good faith their part of the agreement. The Independent regrets to state that that is too often true. The only thing they care for is the money they get out of it. They think more about the time when they can knock off than the services they can render. In truth, they think about how little service they can render. This is confined to no race or class. They are found in all races. The employees should realize that their promotion and their permanence in their positions depend upon a faithful performance of their duty; and in proportion as they perform their duty faithfully and efficiently will they make for themselves a name, a reputation and a stepping stone for something higher. Many an employee who has been faithful and efficient has been promoted thereby to greater positions of trust and honor and from being an employee an employer, because the public saw the worth in the individual and appreciated the fact that they were qualified and worthy to fill the very position that they desired.

It is the duty as well as the privilege of the employees to perform their work of their employer as they would were it for themselves, if it were their business. It puts the employer under obligation to them, when he finds that they have such an interest in his business and welfare that they perform it as efficiently and faithfully as though it were their own. Thousands of men and women have lost their positions because of their negligence and lack of interest in the business in which they were employed, and when they have been reduced to almost poverty and want and seek other positions, they find none, because their reputation has gone ahead of them and prevents them from securing them, because the public had been advised of their negligence, unfaithfulness and disregard for duty. A great deal of this is due to a lack of home and school training. It should be the duty of parents as well as teachers, to impress this lesson upon the young; that they should give their employers, whatever may be the business or undertaking, a faithful day's work, and perform the duty as if it were their own, and a failure to do so will work a greater detriment to them than their employers. They should remember that there are always persons ready to take their places, and all they know has to do when he finds that they are negligent and unfaithful is to eliminate them and put in others, who are willing and ready to take their places.

Employees should make it a point to be courteous to their employers. This counts for a great deal. It costs them nothing, but it pays in the long run much. The Independent regrets to state that among Negro folk the employees are too quick to take exception, too sensitive and ready to feel that they are being made a tool of. Of course, The Independent is willing to admit that there are employers that are overbearing, and seem to entertain the idea that the employee has no rights that he is bound to respect, but, nevertheless, it is too often true that the employee is over sensitive and ready to take exception at imaginary wrongs.

Another lesson that is hard for the Negro youth to learn is that he owes a colored employer as great honor, respect and service as anybody else. Our observation is that they do not feel called upon to give the same honor and service to employers of their own race as they do other races. This ought not so to be. At this late day of our intelligence and education there should be absolutely no difference. We should give the same faithful service and efficiency to one as to the other. We are glad to see that many of our young men and women have learned this lesson, but too many have not, and The Independent would urge upon these employees to do their full duty and to render faithful and efficient service whether for a white man or a black man. It will be like bread cast upon the water, which will be gathered after many days. It will be a stepping stone for greater honors and responsibilities.

And The Independent is inclined to think that too many times the Negro employer is too exacting and overbearing. They should realize that the employee has rights they are bound to respect, and, within certain limitations, they should accord them the same courtesy and politeness that they exact for themselves. They should not feel that the employee must cater to every little whim of the employer. There are bounds beyond which they should not go. In matters of this kind, common sense must be the criterion. No one can lay down an exact rule as to the exact duty of the two parties. It must be a question of discretion and good common sense. The employer should use it as well as the employee; and in this day when the Negro people are establishing so many enterprises in which they are employ-

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THE NEGRO'S LABOR PROBLEM.

There is perhaps no better time than now to discuss the Negro's problem of labor in this country. What is it, and what is its solution?

There are various elements in the problem.

The greatest problem of the Negro in regard to labor is psychological. It is an attitude of mind which looks upon labor with contempt, at least with indifference, as a necessary evil. This attitude is perfectly natural when we consider that the African ancestors of the race did not have to work hard; and that the immediate ancestors on American soil worked as slaves with neither purpose nor incentive for their work; and also the all important fact that to-day the Negro, nowhere in America, gets adequate pay for his work. Indeed there seems a "conspiracy of silence" to pay Negroes less, for the same quality and amount of work than white men are paid. Why then should the Negro be anxious to work?

The next great problem, and one way closely related to the one just mentioned, is the improving of efficiency among Negroes. And first in the matter of skill: Negroes are as a race, unskilled. There are more unskilled laborers to-day than there were in 1860. More than 3,000,000 Negro workers to-day have no trade requiring skill.

Those who have trades requiring skill, have a far too low standard. This is the chief reason why the Negro mechanic has such a hard time in the North, and also one of the reasons for the proportionate decrease of Negro mechanics in the South. It is a reason why Negro labor has a discount put upon it everywhere in comparison with white labor. The standard of excellence is too low. That is why the Negro waiter, the Negro barber, the Negro bricklayer, etc., have lost in many cities. In too many cases our best is only second or third class. We work too much to a "colored man's standard," which means a low standard.

And still another factor is organization. This is an age of combined effort. The Negro laborer cannot succeed without organization any more than the white laborer. Indeed the competition seems no longer individual against individual but organization against individuals, and the hope of the future is in co-operation of individuals and organizations. We have learned the strength of organization in church, in secret societies, but not yet in labor. Hence the problem of labor is, next to that of skill, that of organization.

The Negro's Opportunity.

In spite of the fact that the Negro lags so far behind, there is a tremendous opportunity open for him and if he will improve the future is hopeful. There are cheap lands. The Negro owns to-day millions of acres of these lands. The land-buying habit needs everywhere to be encouraged. It is the brightest spot in the Negroes' economic life. Preachers should everywhere, every day preach land-buying, home-buying. While land is cheap (though it is getting higher every year) every Negro should purchase some real property, at least own a home.

Another opportunity is in the fact that where the Negroes live chiefly competition is not so great as in other parts of the country. There are avenues of labor which can be gotten into now which are closed to Negroes in the North. But even after they are entered, be it remembered, they will be held only by superior skill and organization.

The very segregation of our people offers a large opportunity to develop business. Indeed for many years to come our only hope in business is among our people (of course with occasional exceptions) and we should just as well recognize this. For even if we had the "equality" we so often talk of, we could not stand the competition, as we have neither the training nor the capital. Then, just as under a system of segregation, we have developed strong churches, and schools, let us develop businesses. We handle more than a billion dollars of wages and incomes every year: Why not develop Negro banks? We wear 20,000,000 shoes, we have 10,000,000 heads for hats, and as many mouths for food, why not build the business to supply them? In every big city in the country we are pushed aside to ourselves. We must go to our own schools; we prefer to go to our own churches; why not voluntarily go to our own business places?

The Southern Negro's Error.

We can speak about the South, for there we were born and bred, and there most that is dearest to us is to-day.

We have frequently heard our brethren in the South boast that, "In the South Negroes can work anywhere they want to. They work side by side with whites. They belong to the same labor unions, and march side by side with white men in labor parades. There is no difference when it comes to work." And our Southern brother says to his Northern brother, "You all up there may have your vote; but down here we have work. You have your political equality; we have our industrial equality."

We Negroes are one. There should be no North; there should be no South. We are one. None but the worst demagogues would try to divide us. We must be united or go to the wall.

The fact, however, is that the Southerner who boasts about industrial equality, is the son of the father who thirty years ago boasted of the Southern colored man's political equality. Then he came to the North as delegate to Republican National Conventions. He boasted of his Senators, and representatives, of his Registrar of the Treasury, etc. He boasted (read carefully and reflectively) that he had political equality, that the Negro was in the councils of the Republican party of the South, that they sat side by side with white, smoked with them, drank with them, marched with them—voted with them—the same boast as to-day except that industrial is now substituted for political. But what happened? This white Republican hobnobbed with the Negro because he needed him. As soon as he got on his feet he threw the Negro out, and in many States the Republican party became Lily White. And the irony of fate is that to-day the only Negroes in any Legislature in the country are in the North, and none in the South.

Therefore, let not our Southern brethren be misled by the attitude of labor unions in the South; for the same course which has been run in politics may be run in industrial organizations. Only one thing can prevent it, and that is developing among Negroes men of brains in labor affairs. As we have put training in to the professions of teaching, medicine, etc., let us put the same into our labor. The problem of Negro labor requires more training.

(To be continued.)

PULLMAN AND PENSION.

The Pullman Palace Car Co., which has employed colored men as porters almost since its inception, has at last awakened to its duty and supplanted many of its old laws and customs by more modern and helpful codes.

The latest revisal of the old laws, or rather development of the new, give to the porter a stripe every five years for faithful and efficient service during that time, with a pension after twenty years' service with a good record. Intelligent and careful service to the traveling public will now have a reward other than in uncertain tips. The small salary paid the porter has ever been disgracefully inadequate for any kind of a reward.

The position is one of trust, with long, weary hours, risk and inconvenience thrown in. The compensation in salary is far from satisfactory. The new pension law will do much toward rewarding the men who may give twenty years of their life in the service and may also serve as an animus for better service to the public.

LABOR UNIONS ASK ELEVATOR MEN TO JOIN FEDERATION

Leade Calls Conference of Colored Men and Declares Great Toilers' Organization Is Friendly

WANTS ALL BLACKS TO JOIN

Second Meeting Called for Purpose of Enlisting Men in Union's Cause Announced for Near Future and Discussion Becomes Rife as to Whether Colored Men Should Join.

A meeting for the purpose of organizing the colored elevator operators of this city was held at Prevost Hall, 154 East 54th street, on Thursday evening last. Notices had been distributed by the American Federation of Labor under whose auspices the meeting was held and mention had been made through the columns of the New York News. About thirty-five persons were present, who listened with keen appreciation to the information given by Hugh Frayne, the official organizer of the Federation, who had charge of the meeting. All present enrolled their names as members in the proposed union.

Mr. Frayne, after fully explaining the benefits of unions, citing specific instances of cases where the wages of certain employees in other lines of work had been increased from $7 to $13, and from $9 to $15 a week through organization, stated with strong emphasis that the American Federation of Labor knows no color or class lines. He regretted that the belief was prevalent among the colored people that they were not welcomed in the Federation. While admitting that in larger cities conditions are such that a certain amount of prejudice and friction might exist in local unions if any large proportion of colored members were enrolled, it is, he said, a fact that colored men are to-day working side by side with those of other races and receiving equal wages and privileges.

Concerning the purpose for which the meeting was called the speaker stated that the conditions under

which elevator operators labor appear to him really intolerable, that an attempt to organize both the white and colored men, together had been made, but that it did not appear that the colored boys were able to secure their full rights at meetings of the local. There was therefore nothing to be done but to organize separate bodies. At the same time it is not proposed that either branch should possess nor obtain any rights or privileges that the other does not have. "Equal rights for all" will be the logan of the organization. This will be assured by the formation of a council to be composed of representatives from both branches of the union, who will meet from time to time in joint session. So that although the branches are separate, representatives from each, united in this board or council, will work together for the good of the general body. There will be one union and one scale of wages applying to all alike.

A meeting for the purpose of organizing and choosing officers, etc., will be held at the same address on Thursday evening, Oct.8 . The fee for joining is $1 with monthly dues of 50 cents. Discussion is rife throughout the city as to whether colored men should join the labor unions.

GO BACK TO COLORED WAITERS

COLORED WAITERS RETURNED TO FAMOUS SPRINGFIELD HOSTELRY.

The Guardian 5-9-'14.

Final Changes in Staff at Worthy Hotel.

(Springfield Republican, May 7.)

The entire force of waiters, including the headwaiter, at the Worthy hotel will leave today, their places being taken by the Colored waiters, who were employed by the hotel before the management of William M. Kimball. The change is not unexpected, being rumored for some weeks, but manager William W. Benson stated emphatically that there was no truth to the rumors of any other changes. He said that the rest of the force will remain as now constituted. Some 20 men were affected by yesterday's change and the new force of equal size has been recruited from all over the country, now that the winter resort business has closed for the season. The new headwaiter is R. A. Bryant, who was formerly with the Worthy for some 10 years, and he has succeeded in getting many of his former assistants back with him. He was at the Hotel Mason in Jacksonville, Fla., when secured for the position.

Solving The Servant Problem

The Journal & Guide

A movement has been launched in Norfolk by the Housewives League and the Social Service Bureau, working in conjunction, with the purpose of establishing schools for the training of Negro domestic servants. The proposed plan of action, as stated in the Virginian-Pilot, embraces (1) facilities for Negro schools for training domestics, (2) securing volunteer Negro teachers for such schools and (3) a series of public lectures to Negroes on domestic science.

The Journal and Guide heartily approves of the plan, and we believe that if it is successfully carried out, will result in a solution of the so-called servant problem. The main trouble with the domestic service now obtainable is that it is largely ignorant and inefficient. Quite naturally employers do not feel disposed to pay good wages for poor service and as a result the scale of wages for domestic service has fallen miserably low and the vocation has no attraction for our young women who are really capable of performing satisfactory domestic work.

The Journal and Guide is glad to see that the Norfolk housewives are going to attempt some real constructive work in the right direction in this matter, rather than to adopt the methods now in practice in many sections, the effort to abandon and get rid of Negro domestics because they are inefficient and unreliable. What the colored girls need is co-operation of their employers, their confidence and sympathy.

Better training will bring better wages Those who are incapable or unwilling to be prepared for the work ought to be discarded and refused employment. this way the vocation may be elevated in standard and will offer attractive inducements to a class of our young women who will bring efficiency and dignity to the service and make household economy a joy and a benediction to Southern housewives and a dignified and profitable vocation for colored women.

VIRTUAL SLAVERY IN CHARLES COUNTY

Horrible Conditions Existing In Southern Maryland Brought To Light

La Plata, Md., June 18.—That right in Charles county, Md. virtual slavery for many colored children exists is the assertion made by those who know of quite a number of colored children being apprenticed to white families.

This fact was brought out in the recent habeas corpus proceedings instituted in the Circuit Court by Mrs. Cornelia Edmonds, a property owner in the county. Nearly twelve years ago a child was born on Mrs. Edmonds' place. She undertook to raise the little one, who was early left an orphan. Mrs. Edmonds was called to Baltimore sometime ago on a business matter and left the child in the care of a colored man. When she returned he refused to give the child back again. Last year the Orphans' Court turned the child over to Former Sheriff Benjamin Compton, with the stipulation that the girl, whose name is Viola Walker, be given an education. Miss Mabel Marlowe, a daughter of Mrs. Edmonds, made an investigation and not only found out that the child had been given no education by her new guardians, but that she did not even know the alphabet. Miss Marlowe called the attention of Attorney W. Ashbie Hawkins, of Baltimore, to the matter and the habeas corpus proceedings were instituted.

The case was tried before Chief Judge John P. Briscoe and Associate Judges B. H. Camalier and Fillmore Beall. In handing down a decision against Compton, Judge Briscoe said that in view of the present conditions between the two races that it was impossible for a colored child to receive the same parental care in the home of a white family that it could receive in one of its own race.

A SYSTEM OF PEONAGE

There are said to be many similar cases in the county, which practically give white families free colored labor.

Charles county has a very large colored population and has usually been dominated by the Republicans. The three judges who handed down the opinion releasing the Walker trial are Democrats, however.

That this condition is allowed to exist is said to be due to the connivance of some colored men and women, as well as their active assistance in aiding whites who want to "adopt" a colored child. Wages are low here, there are many untilled farms and there is a lamentable lack of good school facilities. All of these short comings tend toward ignorance and economic dependence and creates conditions which allows this system of slavery.

FORCED TO SLEEP WITH 13.

Discharged for Not Being Physically Perfect—Old Dining Car Waiter Tells Why He Was Fired.

The Constitution

Perhaps the most unjust of the many outrageous problems with which colored dining car employees are now confronted was brought to light by an interview with an old and well known dining car waiter, who has spent many of his best years in the service, and was discharged because of not being physically perfect.

He explained that his hours were exceedingly long, some days as many as 16, and reaching his destination, he was forced to sleep in dingy little rooms, known as quarters, with 10 to 13 men, and in beds even more dingy than the rooms, which other crews had occupied for weeks, perhaps, without being changed. He spoke of other cases when it was necessary for him to be on the car all night, his bed being a blanket and a row of chairs or a steel table, which, in winter, is most exposive because of the car being cut off for hours from the steam heated train at some by-way station to wait for a returning train.

There is also a form of insurance forced upon all colored employees, for which 75 cents per month is deducted from the meagre wages of $25 (which is less than the rent charged for a decent flat), paying in return only 40c per day in case of total disability.

The ex-waiter related many stories of men who had met his own fate, and even cited instances of men who have been fired for smaller or no offenses One of the most absurd was that of a "cracker" steward forming a dislike for a waiter because he dressed neatly and manicured his nails. Another case of a waiter asking "off" to be by the bedside of his sick wife, and on returning finding that his job was gone. Another injustice we are told that men are required to double and double without pay, and then for being late only a few minutes at any time they are liable to discharge. And we suppose the most ridiculous of all is that out of the meagre $25 one of the roads takes out of the waiters' wages the cost of all broken dishes and silverware, which is daily taken as souvenirs by tourists. Just think, reader, when a train wrecks, the engineer does not pay for the damages to the engine, and it is STEEL.

But waiters must pay for the broken dishes, and they are CHINA. The public knows little of the hardships of the servants of the public and the small amount of consideration allowed them when brought before their cruel and often ignorant superiors for judgment.

SILK MILL RUN BY NEGRO LABOR

The Journal & Guide

Kinston Experiment Disproves the Claim of Race's Shiftlessness Advanced By Some

2-28-'14

REPLACED WHITE LABOR

Mill Had Been a Financial Failure In the Hands of White Operatives

(Special to Journal and Guide).

Kinston, N. C., Feb. 24.—One experiment here with Negro labor tends to disprove the claims of the race's shiftleness advanced by employers in this vicinity recently when they imported foreigners to take the places of native blacks. A silk mill in northeast Kinston which previously had had a rather turbulent career in being profitably conducted with Negro management and operatives, and is said to be a model manufactory. T. W. Thurston, a colored preacher, is at the head of the enterprise, which is locally owned, and the 83 men, women and children employed are all Negroes. No lint, very little noise, and excellent light is noticeable in this competently conducted plant, and efficiency is attested by the output. Thurston is a silk expert. The labor is well paid and the operatives say working conditions are nearly ideal.

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THE ECONOMIC VALUE OF SERVICE

The Atlanta Independent 3-2-14

There is one fundamental that the average laboring man, and particularly the colored servant, does not seem to take into consideration, and that is, the relative value of his services to his employer. The average colored servant does not seem to understand that employment constitutes a contract that is morally binding, if not legally so, upon both the employer and employee. Service is measured in value most largely by its efficiency and reliability. The employer has the same right to expect the same valuable and profitable service from each of his employees that the employee has to expect value received for the services rendered.

The employment of labor is as much of an investment as the buying of stock in a bank, railroad or other corporations, and the investor is entitled to fair and reasonable returns on his investment. If this principle were not true, there would be no employing class; capital would be without a field of investment and the great resources of our country would lie undeveloped for the reason that capital could not afford to spend itself in fruitless and profitless investment.

The colored man, in comman with the white man, must learn his relative value to his employer. He must learn that his employment by his employer is an investment that his employer expects to reap a dividend from; that his employer is not in business for his health or to simply give somebody a job or dissipate his capital, but he is in business for the purpose of increasing his income and adding to his fixed accumulations, and the employment of servants or employees is for the purpose of relatively adding to his own fortunes, as well as relieving society of an idle class.

Every honest employer ought to expect to earn more for his employer each day than his employer pays him. The employee must not only earn his wages and the wear and tear of the instruments or machines employed in the discharge of his daily duties, but he must in addition to covering the cost of his per diem, covering the cost of the wear and tear of the instruments used in the performance of his daily occupation, earn a reasonable income on the capital invested to give him employment. The employing classes have no respect of persons to be employed. Efficiency and reliability is the service capital is looking for. The South is growing each year into its own. Her undeveloped resources are making themselves known each year. The capital of the world, as well as the inventive genius is looking into the natural resources of the South with the view of enriching themselves and giving exercise to their talents. The field of labor for men who are willing to render honest service in the South is without a parallel in any section of our common country. The South, heretofore, by reason of our poverty and devastation of war, has been most largely an agricultural section, but today while maintaining her agricultural advantage, is coming into prominence as the richest field for mineral, railroad, mining and manufacturing development. Thus, becoming the largest and most profitable field for both the employing and employed classes.

Not many years since the Negro had a monopoly on the domestic and barber service, restaurant and hotel service, in fact, 90 per cent. of the work in the South was considered by the white men who employed help as Negro work, and no white man need apply. But during the past fifteen years quite a change has swept over the South. Not by reason of the white man's willingness to dispense with Negro service, but most largely because of the inefficiency and unreliability of that class of Negroes who most largely constitute the employees' class. Italians, Greeks and other foreigners are largely filling up the domestic and other service in the South that used to go to the Negro by reason of his color and his relation to the people who used to own them as slaves. But in this day of progress, the efficiency and development of the Negro can no longer live on sentiment. The fact that he used to belong to the white man no longer counts for service. He must stand upon his merits and deliver the goods if he expects employment. In most every cosmopolitan city in the South, the barber service is exclusively white for the reason on Monday the Negro barber is drunk, off at skin games or in some other hovel away from his business. Another agency that contributes to this condition is the young Negroes do not take to the trades; they will not attend schools open for the purpose of equipping them in handicraft; they would rather spend their time in idleness and petty crimes, hence, the field is left open for the Irish, Greeks and Italians, and they have made good their opportunities in the exclusion of the Negroes from the barber service. The hotel, restaurant and catering business is similarly environed and in the hands of the same class of foreigners.

The young Negroes of our section, now, are largely used as chauffeurs by the wealthiest white people in the South, and their service is preferred for several reasons, and one among those reasons is the Negro chauffeur makes no effort at social attention in the families of the wealthy whites, whereas, the poor white man employed as chauffeur or carriage driver is not content with his place as servant, but at once tries to better his condition by making love with the little innocent white girl whom it is his duty to serve. But this condition is not going to long furnish this line of work to the Negro chauffeur. If he does not deliver the goods he is going to lose the business. If he does not become reliable, efficient and trustworthy he need not expect employment As a general proposition, the Negro must fix in his life and in his character this dead locked fundamental, that is, employment by the white man is a economic proposition and that his employment depends entirely upon the character and the efficiency of the services that he renders; that he is employed, not only to earn his salary, but to make a profit for the man who hires him; that the relation existing between employer and employee is not only a relative one, but one of economic value, and the returns or profits, whether they are required in money or proficiency must be reciprocal, and satisfactorily so.

Unless this policy is followed up and these principles interwoven in the life and character of the black servant in the South, the work is going to pass from our hands to the man, be he yellow, red or white, who delivers the goods —satisfactory, efficient and trustworthy service.

MANY WOMEN OF RACE LARGE WAGE EARNERS

Some Women in Harlem Who Are Conducting Successfully Their Own Affairs

CLIO SCHOOL OF SCIENCES

The New York Age 4/23/14

A Unique Institution Conducted by a Capable and Talented Woman—Another Versatile Woman Can Make Living in Several Different Ways.

In the pursuit of its investigations into housing and economic conditions in Harlem, THE AGE has come in contact with some peculiar conditions. There is every reason to believe that valuable results will follow developments accruing from the systematic research which the representatives of this paper are making. Already it has been discovered at there are a number of men and women of the Negro race qualified for and filling positions of highest importance in commercial and professional lines, and the investigation has brought out also the fact that there are many persons of ability and attainment not known by the general public.

One interesting fact disclosed is that many of the women of the race are employed in lines of endeavor, either in their own businesses or as employees, which bring in incomes equal to and sometimes in excess of the incomes enjoyed by men. Some of these women are told of in this article.

A Unique Institution.

Harlem boasts of many unique institutions, but none will be found to which that title can more rightly be applied than the Clio School of Mental Sciences, conducted by Mme. Adena C. E. Minott, Ph.B., M.S., a graduate of the MacDonnall College of Phrenology and Psychology, Washington, D. C., and a graduate and fellow of the Fowler and Wells American Institute of Phrenology and Anthropology, New York City. The school is located at 135 West 136th street, in a four-story and basement brown stone building, containing fourteen comfortably furnished rooms, owned by Prof. Minott. Here she gives a thorough and practical course in phrenology, physiognomy, psychology and kindred subjects, and the theoretical and practical branches are thoroughly covered.

Prof. Minott claims that the course enables one to read charcter at first sight, and gives a knowledge of one's own ability, besides teaching how to obtain and retain health and how to use psychology in business. These sciences teach parents to understand the temperament of their different children; to best control them in the home and every day life. The school has nothing to do with fortune telling, neither does it pretend to give the power to predict future events.

One hundred and eighty-seven students, of whom only three were colored, have graduated from the school. Dr. York Russell, the well known physician of this city is one of the graduates. The school has an advisory board composed of the following persons: Fred R. Moore, chairman, Frances R. Keyser, vice-chairman, Mme. Adena C. E. Minott secretary and treasurer, Menko H. Wolfe, Mrs. Addie W. Hunton, the Rev. W. H. Brooks and the Rev. Hutchins C. Bishop.

The School Home.

In connection with the school Mme. Minott conducts the Clio School Home. The Home offers to a select clientele accommodations with or without board. The home is patronized by students and visiting or permanent guests. In order to maintain the home on a high plane, all guests must be recommended. Among the recent arrivals at the home are Mrs. M. E. Washington and Mrs. L. R. Johnson of New Albany, Ind., Mrs. E. Du Valle of Indianapolis, Ind., Miss G. E. McFarland of Rockport, Ind., L. Small of Franklyn, Ind., and Mrs. Stella Dabney Parker. The home is always well filled.

A Versatile Woman.

Miss Bennie Edmonds, 35 West 131st street, is versatile in that there are a number of ways by which she can earn a living. Not only is she a graduate hairdresser and manicurer, but Miss Edmonds was an expert dressmaker, managing a large establishment, before entering her present occupation. She is also agent for several toilet preparations. Miss Edmonds conducts her business at her private residence having well fitted hairdressing parlors for the convenience of a large circle of customers. She graduated from Rohrer's Institute of hairdressing and manicuring in 1912. John Russel, a clarinet player, and Cleveland Christofer are roomers with Miss Edmonds.

Mrs. Marion A. Daniels, 4 West 131st street has for three years conducted the undertaker's establishement, founded by her husband, the late Olander Daniels and has supported in comfort herself and three children since his death. Mrs. Daniels, who is a licensed undertaker, having obtained her exeprience when her husband was living. The Rev. E. W. Wainwright is a partner in the business with Mrs. Wainwright. Mrs. Daniels is the mother of three children. The

daughters, Katherine, aged 16, expects to complete a course in millinery at the Manhattan Trade School in December. The elder son, Theo, aged 12, and Ralph, aged 8, attend school.

The 1rst 2oor of the residence of Mrs. Daniels is used for the offices and chapel. The second floor is occupied by the Daniel family. The third floor is rented to Mrs. Ella Yancey, a widow, and her two daughters. Mrs. Yancey and her daughter, Vera, are employed as drapers with the Bedford Waist and Skirt Company, 29 West 23rd street. Mrs. Yancey, who has been with the 1rm eight years is well paid and it is said that she turns out four pieces to her co-workers one. Her employer supplies garments to such houses as Altman and Company and Lord & Taylor. The daughter, Vera, receives $9. a week. The younger daughter, Marie, is a student in dressmaking at the Manhattan Trade School, expecting to graduate in November of this fall.

Mr. and Mrs. Theo Gibson, occupying apartments at the Beatrice, 35 West 131st street, are accomplished musicians. Mr. Gibson's specialty is the violin. He is employed at $30 per week in Europe's orchestra which has a year's engagement at the New Amsterdam Theatre, this city. Mr. Gibson is a student under Prof. Frank Damrosch, head of the Institute of Musical Art. Mr. and Mrs. Gibson have thirty private pupils. He has made arrangements to give public recitals in Flushing, N. Y., Englewood and Jersey City.

FULL TRAIN CREWS FAVORED IN REPORT

Representatives of Seven Railroads Appear Before House Committee to Oppose This Measure.

Constitution 7-17-14

A bill to require all railroads in Georgia to carry full crews on passenger trains was acted upon favorably by the house committee on labor and labor statistics yesterday afternoon. The bill provides that every passenger train shall carry a conductor, an engineer, a fireman and a flagman. Railroads less than 100 miles in length are exempted. Any train carrying less than three cars is also exempted.

A number of prominent railroad men and representatives of the labor union were present.

Talks against the bill were made by J. W. Walter, chief attorney of the Northern Railway company; C. E. Gay, Jr., traffic manager of the Savannah and Northwestern railway; Mr. Kirkland, representing the Georgia and Florida railway; R. A. McCranie, general superintendent of the Atlantic Coast Line; Robert C. Alston, attorney for the Atlantic Coast Line; V. C. Tompkins, assistant general freight agent of the Seaboard Air Line; J. C. Johnson, general superintendent of the Georgia railroad.

Call Law Unnecessary.

These speakers contended that no such law was necessary, as such matters could be left with the state railroad commission, and that to make such a regulation obligatory would in many instances work a hardship on many roads that were now struggling for existence.

The speakers for the bill were W. C. Puckett and H. O. Teat, representing the Brotherhood of Railroad Trainmen. They took the position that such a law was necessary to protect the traveling public.

The argument was concluded by Mr. Wimberly, the representative from Bibb, who claimed that the only people behind the bill were the labor unions that wanted the employment of more men.

The vote for the bill was unanimous.

The same committee acted favorably upon a bill requiring railroads to erect sheds when as many as five men were employed at any station to do repair work. The bill was introduced by Mr. Stewart, of Coffee.

The committee deferred action on a bill creating a state board of plumbing examiners.

Appropriations Favored.

The committee on appropriations acted favorably upon the following appropriations:

For the department of agriculture, $7,500; for a pension for Mrs. Eliza Mincey, $60; for the penitentiary department, $15,000; for the Georgia Normal and Industrial college, at Milledgeville, $5,000; to refund C. W. Hillhouse for expenses incurred while making a tour in Europe to investigate co-operation measures, $1,200; to pay fire insurance policy for the South Georgia Normal college, $1,567; for the entomological department to fight cotton blight or black root, $15,000.

The municipal government committee acted favorably on a bill to permit the city of Rome to construct bridges with county money.

The general agricultural committee approved a bill increasing the salary of the clerk of the commissioner of agriculture from $1,800 to $2,400 a year.

The pension committee authorized the payment of a pension to Mrs. Harriet C. Hargett.

The fish and game committee acted favorably on a bill to allow the hunting of squirrels after October 1 instead of after August 1.

The committee on education approved the following bills:

To establish a system of public schools in the city of Jefferson; to provide for a system of public schools in the town of Vidalia.

The same committee approved a resolution providing for a "Peace day" in the public schools of the state.

POVERTY OF THE EDUCATED

Reason Why College Man Didn't Get $9-a-week Job

Advertiser 4-22-14

Chicago Tribune.

A new poverty is springing up in the United States—a poverty of the educated classes. We have been and still are especially proud of the educational opportunities which this country affords to its humblest citizens. Many of our universities are filled with poor men's sons. Legends have been woven about the boys who "worked their way through college" tending furnaces and waiting on table. It is these boys whom we idolize whose grit and perserverance we hold up as an example to the young, that are now adding a new problem to our already overburdened social scheme. These men form what might be termed the "intellectual proletariat" of the country.

According to an Eastern investigator there are in New York city alone about 1,400 college-bred men who are tramps and criminals. A graduate of Princeton was found the other day sweeping the streets of the metropolis Among the unfortunate underworld characters to whom Helen Gould gave a dinner a short time beore she was married there were 200 men, it is asserted, who possessed a higher education.

A young man of 23, who had been graduated from one of the leading universities of the country with honors, but having no taste for teaching came to Chicago recently hoping to work into some line of business. He had every requisite that a promising applicant for a job in a business establishment should have. But he had no experience and for weeks he could find no work.

He was reduced to his last dollar and appeal to one of the largest concerns in the city for "any kind of a job" to hold body and soul together. He wanted to start at the bottom, he told the employment agent of the concern. He would take only $6 or $7 a week. The employment agent took pity on the boy and was about to give him a job for $9 a week in the shipping room, but changed his mind. He frankly confessed to the applicant that it would be poor policy to give him such a job because of the fact that he, the applicant, had a college education. It would not do, he explained, to give him the job of assistant to the shipping man for this reason. He would make good too quickly and would have to be advanced in a short time or else he would leave.

It is a poignant criticism of our unbridled individualism in business. We have been talking much of late about efficiency. But it is not individual efficiency only that we have in mind, efficiency which will save the employer so and so much? Is it time we turned attention toward improvement in the lot of the man in the white collar no less than the man in overalls. The new poverty the poverty of the educated classes, is not a mere dream. It is pressing onward in the United States at a much faster pace than most of us suspect.

PULLMAN PORTERS WANT BETTER WAGES AND MORE COMFORT

Both porters and officials read with interest The Chicago Defender's article last week on the heart-to-heart talks the Pullman company was having with its employes. The porters, feeling more at liberty to discuss their grievances, cite another injustice. They claim that men of a few years of service, even practically new men, receive the same pay as those who have been in the service thirty and forty years. Increased wages and more consideration in the line of work is the plea of these old veterans.

Instruct the Conductors.

Another porter declared that there should be a school of instruction for conductors. The rights of these men to drive the porters at will only caused constant discontentment and unpleasantness. Oftimes presumption of authority confused the porter and put him in a frame of mind that unfitted him for the best service. Another complaint was about being relieved. An iron-clad rule of the company is that a porter must stick to a car no matter how long the time is. If it is one day or one month, if he leaves the car for food or water without being relieved he loses his job.

Wreck Increase.

Time was, said another, when a wreck occurred the claim agent would give the porter some consideration; now, and there is large increase in smashups, the porter is passed by. The agent carefully lists the passenger and other employes, but not the employes of the Pullman company.

Who Is to Blame?

Who is to blame for these conditions and who will remedy them? is the topic wherever railroad men congregate. The announcement of the next lecture in Chicago is eagerly awaited. The majority of the porters welcome these talks and intend to profit by them, with the hope that at some time in the near future they will be materially benefited along the lines they speak of.

ARE YOU GUILTY?

Good White Man Becoming Discouraged With Blacks.

The Topeka Herald 8-1-14

Hon. J. D. Cook, the enterprising editor of the Milwaukee (Wis.) Defender, prints an interview with one of the factory owners of his town which is not only interesting, but contains many undeniable facts. In his rounds Mr. Cook called upon the gentleman to ascertain the reason that colored men were not given employment in his factory, and the following is Editor Cook's account of the conversation:

"We visited a large shoe factory, where we interviewed the President as why he did not have a few colored men employed at the factory, as we buy shoes the same as other people. Here is what he had to say:"

"Your people won't do. Just as fast as you get a few dollars you take it down to old John's place and shoot craps till it's all gone. Then you come back to your job the next day unfit to work. You must teach your people that they cannot stay up all night around crap tables and expect to compete with white men who are prepared to render efficient service each day. I have nothing against your people and would employ colored men, but they are unreliable. In our club meeting the other night your people were discussed.

"Your people must save their money and buy homes and start into business of some kind. Look at the foreign element? When they come to this country they cannot even speak the language. In a few years they are operating business.

"I was born in this town, and I can remember when nothing but colored people lived in the Fourth ward. How much property did they buy? Not a single foot, and they had a chance to buy property cheap in those days. Now they are paying big rents in alleys and in old tumbled down shacks.

"Your people are not making any progress. Thirty years ago my old man helped your churches and the same men are still soliciting money for Saint Mark church.

"I went to this church one night just to see for myself how many attended. There were twenty-two women, five men and the preacher who was pleading for, "jest a dime mo to make it fo dollars." Leaving the church, I visited a certain saloon. The place was crowded with old and young, and the way they were spending their money would have made Rockerfeller look sick. Your preachers should fight the evils among your race. The white people are not going to do it; they do not care how low your people sink in vice and crime."

"Before we had time to speak, his big touring car drove up and he bade us good bye, saying," "young man go and think it over!"

Labor 1914

THE PROPOSED SMALL LOAN BANKS.

The proposed small loan banks scheme, formed last February as The Industrial Finance Corporation, reference to which was made in the editorial columns of THE AGE at the time, has been deserted by most of the original directors, some ten in number, including Vincent Astor, Andrew Carnegie, Julius Rosenwald of Chicago and Dr. Nicholas Murray Butler, the financiers who had pledged the larger part of the $2,600,000 proposed capital.

Objection was made by the $2,000,000 preferred stockholders that they should have only voting equality with the $600,000 common stockholders, the contention being that the voting control should be on the basis of dollar for dollar. The preferred stock was held by Northern men and the common stock by Southern men. New men, it is said, will take the places of the retiring capitalists.

The chain of banks was intended to redeem wage earners from the exactions and tyranny of the loan sharks, by making small loans easy, at reasonable interest, on personal indorsement, on the model of the Morris banks, with headquarters at Norfolk and doing business in some fifteen southern states. Mr. Arthur J. Morris of Norfolk became president of the Industrial Finance Corporation.

We notice in this relation that the Anglo-American Finance Corporation, headed by Mr. John Mitchell, after fitting out elaborate offices in Richmond and much heralding of coming and purpose, has not, as far as we have seen, begun business. Sometime ago Mr. Mitchell stated to us that there was a hitch in the undertaking, but that ultimately it would be straightened out and the business begun in earnest. Mr. Mitchell's plan, as far as we could get at it, was much on the plan of the Morris banks and the proposed Industrial Finance Corporation; that is, to reach the small colored depositor as well as borrower.

That there is a field for the operation of such a chain of penny banks in the southern states is shown by the success of those at Birmingham, Ala., Nashville, Richmond, and other large centers of population; that they are more urgently needed in the small towns and agricultural centers, like Suffolk, Va., Elizabeth City, N. C., and the like, is obvious enough to those familiar with their conditions, in most of which places the whites have banks of their own and act upon the rule, in accommodation, common in the south: "Whites, first; then, Colored—if there is anything left." The colored people should reverse the rule by establishing and maintaining their own banking system, such a splendid foundation of which they have already laid and are building upon

DEPARTMENT STORE EMPLOYES.

IN OUR BIG DEPARTMENT STORES IN THE LOOP can be found many sons and daughters who come back "home" at the close of the day, and by the same token would come back home to stay if their identity was found out. They are not all as fair as lillies but the fact that most of the stores are "manned" by Jewish girls whose complexion and hair is swarthy helps the situation out materially. It is a shame and a disgrace that we must be forced in order to make a livelihood, to live this life each day, but there is no other alternative. We pour thousands of our hard earned dollars into the coffers of the storekeepers and yet we are denied recognition or a chance to earn some of it back except we apply for some menial position like running an elevator or janitorship, and in many places we are even denied this class of employment. That our men and women are superior in every way to the average wage earner found in these stores is without question, but worth doesn't count when prejudice creeps in, so we must fight fire with fire, and those that are able to "get by" peace be with them and it is our duty not to hinder them in any way. Last Monday was the Jewish New Year and all of that faith were given a holiday —without pay—by the store managers. This, of course, made a number of our young ladies who were Jewish pro tem take two days off. "There are tricks to all trades," said one of them laughingly, "and we had it to do to allay suspicion." So even with the serious side of it there comes something in the lighter vein. But it does seem with a concerted effort this situation could in a measure be changed for the better, patronize the store that offers the most to you and yours and you will be aiding materially in the movement.

PULLMAN CO. TO GIVE GREAT AID TO PULLMAN PORTERS

New York Officials Spend Week in Advising and Conferring With Colored Men in the Service; Promise Reforms

SUPT. GRANTS AND FOR HOME

New Era of Good Feeling Among Colored Employees of Great Branch of Railway Service Results from Series of Conferences Held in All Sections of Country Between Pullman Chefs and Porters.

One of the most remarkable and beneficial steps ever taken by the Pullman Company or any other branch of the railway service in behalf of its colored employees has been made throughout the country in the last ten days in the nature of a series of conferences between the heads of the Pullman service and the Pullman porters. Under a huge tent at 161st and Grant avenue, Superintendent A. J. Grant of the New York office, known from coast to coast among colored railroad men as their friend, called hundreds of the railroad men together in a week's series of conferences ending last Saturday. There, frankly and freely, for the first time in the lives of colored railroad men, they were given a hearing, and much they made of their opportunity. Nor were these conferences limited to the New York district. In Chicago and other centers the same and most unusual procedure was going on. As a direct result of the conferences it can be authoritatively stated that many minor, yet important reforms to the comfort and well-being of Pullman porters, will ensue. First of all, it has been decreed that all porters injured or taken sick while in the service will receive their full pay as long as they remain disabled. Heretofore such has not been the case, it depending upon the nature of the ailment or the injury. All those who stood up when asked by Mr. Grant as to whether or not they had been taken sick recently during their employment denied that they had received any money from the company during their indisposition. Camp stools with backs, which will make it unnecessary for porters henceforth to rest their heads while sitting on their stools against steel partitions is another reform promised.

Perhaps the greatest boon to the service, which met the favorable consideration of Superintendent Grant, was the proposition advanced by Frank C. Fane and further amended by Eugene Roundtree for more suitable quarters for the men when off duty. Mr. Grant commissioned the former to secure quarters for a home for the Pullman porters of the local division, when the latter protested that the railroad men would greatly prefer a home of their own and that, inasmuch as the railroads running into the city had so much land splendid and available for such a home near the Pullman Co.'s Bronx headquarters, that it would be a better thing for that company to secure and build the home there. This seemed to meet with the approval of Mr. Grant, and Mr. Roundtree was instructed to take the matter up.

THE PORTER AND HIS WORTH TO THE PULLMAN COMPANY

The Chicago Examiner

The Expert Bed Makers Poorest Paid Laborers. Average Pay Is $1.1[illegible] Per Day. Condition Without Parallel, Says Well-Informed Writer.

12/26/14

There are few parallels in the history of men and institutions and perhaps none to the Pullman porter. A peculiar institution, American we might say, and the minds of the millions of people who constitute the traveling public are familiar with "George," who, by way of familiar title, has become a part of our great transportation problem.

What "George" Does.

Let us see what "George's" work consisted of in one year:

Interstate Commission's Report, 1912.

There were 22,915,119 revenue passengers.

Car operating revenue, $37,090,414.

Porters and maids, 6,229.

Equipment in service, 6,101 cars.

The average daily wage, $1.11.

Total number of car miles, 657,856,612.

The 6,229 porters, we might say—because the maids do not constitute more than 1 per cent of this class of labor—operated 6,101 Pullman cars at a wage of $1.11 per day, and for this service the company's operating revenue reached the fabulous sum of $37,090,414, and total number car miles 657,856,612; or average car miles per day, 396.

Great Service, Little Pay.

Remember this great volume of work has been accomplished without the blare of trumpets and minor mention. We are bringing these facts before you for the purpose of shouts of praise or glory? No. Nor to create sentiment for or against this gigantic organization; but simply to let the world know the effort of the Afro-American is at least worthy of common notice. Of no other body of men in the world of trade, industry or commerce of the nation is so much required and so little given in return. All other classes of working men are given more consideration, yet none is required to serve the taskmaster with equivalent energy, brain and brawn and with so small return.

Tried and True.

Be it truthfully said of the Afro-American, his shall be the furnace test and let the world hear our song:

Bending like the welded steel,
Forged by Vulcan's hand,
Her strength, oh, must be true and tried,
The angered fires to stand.

DIVISION OF BEHAVIORAL SCIENCE RESEARCH REEL 3

Let Afric's day of trial be
The furnace fires glowing free,
That truest steel the forge may lend—
True and tried—neither break nor bend.

AN OLD EMPLOYEE OF STANDARD OIL CO.

The New York Age 12/12/14

Roger Anderson of Bayonne, N. J., was the guest of honor at an informal dinner given by Mr. and Mrs. Francis Kenyon O'Neill at their home, 240 West 64th street.

Mr. Anderson, who was born in Chester, Pa., 63 years ago, has been in the employ of the Standard Oil Company about thirty-five years, and now holds a responsible and remunerative position at the Standard Oil Refinery in Bayonne. He is the only colored man who has ever been put in charge of the pump lines which control the supply of oils

These lines, through which the crude oil is drawn from the well, lead often hundreds of miles to refineries, where it is separated into volatile oils and heavy oils. These pipes may be so connected, running from Oklahoma to Indiana or Illinois, that the oil is brought fifteen hundred miles to Bayonne, N. J.

Great tank farms, consisting of groups of tanks holding 30,000 barrels each, and used to store oils until needed, are maintained along the main pipe lines and pumping stations are established at regular intervals to keep the flow constant.

Mr. Anderson, by constant attention to his business and through his sterling integrity, has won for himself the respect and consideration of the officers and attaches of the company and enjoys a standing of honor and distinction.

FORD AUTO COMPANY PAYS EMPLOYES LIVING WAGES

Large Manufacturing Concern Gives Employment to All Races—Janitors Receive $5.20 Per Day.

In these trying times of business stringency, when even the price of foodstuff has reached the highest retail price, the result of the European war, it is pleasant to hear a little of the bright side of life. Discussion of the present conditions of working people among some business men the other day brought out the fact that the Ford Automobile Company was one of the few large concerns that was paying its employes living wages.

Men of all nationalities are on their payrolls. In their factory in Detroit many skilled Afro-American mechanics are employed, earning from $10.00 to $18.00 per day, while the smallest paid employes are the janitors, both in Chicago and Detroit, and they receive $5.20 per day. The plan of paying living wages is a good one, and the large employing companies will benefit, as they do, if they follow the Ford Company.

NEW OF A CONVENTION.

Colored Delegates Here—Session to Last Two Weeks.

About two thousand delegates are attending the convention of the United Mine Workers of America. The convention began its sessions Tuesday, and it is expected that it will continue for a period of two weeks.

An effort was made to move the present convention to some other city, which was defeated Tuesday afternoon. It was claimed that the business men of this city were opposed to organized labor and that they tried to destroy it. A standing vote on the motion to suspend the rules was defeated by a vote of 664 to 567. The sessions open at 8 a. m. and adjourn at 12 noon; reconvenes at 2 p. m. and adjourns at 5 p. m.

A roll-call of delegates can be had only on the demand of 300 or more delegates.

The first of the week was devoted to committee work. There are a number of colored delegates in attendance, but not as many as at the last convention. It is said that there will be a larger number here later in the session. Among those here are Harry Johnson, Walsenburg, Col.; A. L. Wright, Bolton; Richard Banner, Jacob Creek, a.; L. H. Woolridge, Whitsett, Pa.; Albert inny, Carbondale W. a.; W. M. H. Price, Glen Jean, W. Va.; Julius Davis, Reid Star, W. Va.; W. H. Brown, Buxton, Iowa.

Albert Neutzling, member of the international board of auditors, read the report of that board, which had audited the books and accounts of William Green, secretary-treasurer, and Edwin Perry, former secretary-treasurer, for the year beginning December 1, 1912, and ending November 30, 1913.

The report showed the income to be $2,159,031.69. Of this sum $1,133,665.71 was from tax; supplies, $9,180.12; Journal, $15,435.08; assessments, $643,161.58; strike donations, $37,274.09; miscellaneous, $10,315.11, and the remainder from loans from various districts.

The total expenditures were $2,102,201.44. Of this sum $290,764.09 was for salaries; printing, $12,589.72; journal, $24,031.60; telephone, postage and express, $5,307.45, and the remainder for aid and miscellaneous, legal services, donations, etc.

The balance on hand December 1, 1913, was $278,032.30.

The report contained reports of the amounts of money belonging to the United Mine Workers on deposit in banks in various cities. The total amount of deposits was $307,205.62, and there were outstanding checks amounting to $29,173.32.

The Governor of Kentucky recently appointed ten directors to have charge of the Kentucky Home Society for Colored Children, eight of that number being white, the other two being Dr. C. H. Parrish and Mrs. Bessie L. Allen. There are fourteen directors in all. This institution has handled during the past year over 200 children, many who are in comfortable homes.

NEW ALBANY MILL TO EMPLOY 500 HANDS

Mills City Cotton Mills Company of Indiana Buys Ground for Building to Manufacture Rugs, Mops and Scrubbrushes.

(Special to The Chicago Defender.)

New Albany, Ind., Aug. 14.—A tract of ground 140x173 feet at Conner, Clark and Locust streets, New Albany, has been purchased for a factory site by the Mills City Cotton Mill Company of Indiana, which was recently incorporated with a capital stock of $50,000, of which half that sum has been paid in. Officers and directors of the company are: President, Henry T. Bain; first vice president, J. A. Wheatley; second vice president, J. C. Colbert; third vice president, Mrs. C. J. Walker; treasurer and manager, J. E. Wiley; secretary, Mrs. M. E. Washington; chief engineer, J. R. Alexander; superintendent, J. E. Wiley, Jr.; Mrs. Albert Wilhoit, Misses Anna M. Bowen and Lucy E. Bowles.

The new factory will have all the modern equipments, including an open court in the center, and will contain 15,000 feet of working space. There will be from 150 to 200 operatives, and the chief industry will be the manufacture of Merlin rugs. Also mops and scrub brushes for janitors' use will be made from the by-products. For some time the plant has been operating in a portion of the old woolen mills on Vincennes street.

Atlantic City N.J. REVIEW NOV 13 1914

WAITERS' TRAINING SCHOOL

Aim Of The Colored Head-Waiters

A training school for the colored men who are employed in the hotels of Atlantic City is the aim of the men who are in charge of the leading dining rooms of the city, was brought out at the monthly gathering of the Headwaiters' Association at Fitzgerald's Auditorium on Wednesday evening. The aim, as stated by one of the leading men of the organization, was to make the service of the colored men in the dining rooms so efficient that their service would always be in demand. A constructive policy was the keynote of the meeting of last evening, all of the members present expressing their opinion that the colored waiter would so improve himself that he will be able to take advantage of any and every opportunity offered and especially be prepared to take over houses and dining rooms that had heretofore been denied the colored waiter.

A delightful banquet, such as only could be prepared by men whose life work is preparing such feasts for others was served during the evening, of which Headwaiter Robert Upshur, of the Chelsea Hotel, acted as toastmaster. Mr. George Emery, of the Haddon Hall, the president of the association, stated that the purpose of the organization was the promotion of the "get-together" spirit among the men who follow the work of catering to the thousands of guests who come here. Mr. Wilkerson spoke on "Duty," and was followed by Headwaiter Parker, of the St. Charles, who spoke on "Co-operation." Other speeches were made by Messrs. Pullston, Davis, Statesman, Covans, Murray, Clark, Parks, Weaver, Prince, and George Haley.

The association is preparing to open a new home and training school for the instruction of the men in the craft.

Mr. Statesman, of the Clarendon Hotel, read a paper urging the buying of a headwaiters' home wherein could be provided reception, pool, guest rooms for out-of-town headwaiters; employment bureau, cigar stand and laundry office. The latter, stated Mr. Statesman, would enable the waiters to get their laundry in nine hours and thus be able to keep pace with other cities. It was suggested that all headwaiters should use a one-style uniform coat for their side men, and the suggestion was approved unanimously by those present as a most progressive step. Mr. Parker, of the St. Charles Hotel, denounced the graft of headwaiters who speculated upon the side waiters to whom they sold uniforms, and encouraged cleanliness in the dining rooms as one of the greatest assets to the colored waiter, which would maintain the best sanitary conditions. "Dining Room Service" proved one of the most interesting discussions, and brought forth worthy suggestions from all headwaiters present.

Among those present were the following headwaiters: Messrs. George Emery, the president; Randolph Burwell, vice president; W. P. Davis, treasurer; George W. Prince, secretary; Statesman, Pulison, Clark, Motley, Parker, Wilkins, Murray, Parks, Upshur, Covans and Weaver, second waiter of the Seaside, and Mr. George Haley.

The Afro American 3-14-14

WHITE HEADWAITER APPOINTED

Local hotel workers were stirred a few days ago by the announcement that George Augustus headwaiter at the Hotel Kernan, had been succeeded by a white man. The sidewaiters will still be colored. A white headwaiter over colored men is regarded as an innovation in this city.

M. P. SAUNDERS RETIRED BY NATIONAL EXPRESS CO.

The Age 3-14-14

After forty-nine years continuous service in the employ of the National Express Company of New York, M. P. Saunders, 289 Clifton place, Brooklyn, has been retired on a pension.

Mr. Saunders entered the service of the company in 1865 in the capacity of porter, but his ability and faithfulness won him promotion from time to time until he was elevated to a clerkship. He attracted the attention of the late Johnson Livingstone, who was the president of the company, and Mr. Livingstone recognized his merit and fidelity by making Mr. Saunders his confidential secretary, which position he held at the time of Mr. Livingstone's death. This relationship developed a friendship which is maintained by the surviving family of the former president.

Mr. Saunders has been prominently identified with the civic progress of the race. In 1880 he became a member of the New York African Mutual Rlief Society, and has served as secretary and vice-president. He lives in his own home on Clifton place in comfort and happiness.

ONLY ONE AFRO-AMERICAN DELEGATE TO CONVENTION

The Chicago Defender

Indianapolis, Ind., Oct. 9.—(Special).—C. C. McMahan, a prominent cabinetmaker of Columbia, S. C., was the only Afro-American delegate in the general convention of the United Brotherhood of Carpenters and Joiners, who have been in session here the past two weeks. He represented a local, organized in 1886, of 140 members. Mr. McMahan by special invitation addressed a local union (white) here on "Benefit of Organization" on Thursday night, which was full of information and enthusiastically received. He was the guest at the Y. M. C. A. during his stay.

Labor - 1917

ATLANTA, GA

Constitution

OCT 8 1914

THE NEGRO AND DOMESTIC SERVICE

The omnipresent servant question which arises at every turn to disturb the harmonious conduct of the home, and which has been led to for the last fifty years by unavoidable conditions, is preying upon the energies of the competent and incompetent housekeeper, and driving many families into the crowded atmosphere of the apartment house, hotel and boarding house.

The conditions leading to inefficiency of the negro in domestic service may be attributed to: First, the sudden taking of the negro from his owner's home, where, during slave time, he was credited to be the model domestic servant. Second, the change in social conditions which brought the life of the south from the plantation as the family center to the city, which scattered the center. Third, the evolution of modern woman, which has enlarged her sphere, and taken her out of the home into the upbuilding of community life, through the school, the church, and the social institution, thus depriving the servant of the patient training she formerly gave him. Fourth, the failure of the common school system to equip boys and girls for the fundamental duties of home-making and housekeeping, and the error along similar lines in the curriculum of the negro school. Fifth, the failure of housekeepers to come together to discuss the problems which confront them, and their failure to recognize the efforts being made by the negroes themselves in establishing domestic science schools.

The first conditions quoted were unavoidable; that is, the sudden freedom of the negro and the radical change which came to him in being given his liberty and deprived of direction; the change of the base of southern life from the plantation center to the town; the evolution of woman, and the broadening of her sphere.

But in the readjustment of the school system of the state which is in active working, there is the greatest hope ahead for readjustment of life in the home. And the schools, not merely elementary, but those heading to so-called higher education, following the same principle, are making for a generation of young men and women who will have as a part of their fundamental training the sciences which pertain to home-making and direction. A similar improvement is being pushed in the training of the negro youth, and the result patiently awaited is leading to efficiency—the watchword which should be impressed upon the mind of every child of the commonwealth as his chance in life.

Until the readjustment has had time to develop, the present emergency, coming under the head of the "servant question," might be somewhat mitigated by two agencies; one the establishment of domestic science schools for negroes, their encouragement by housekeepers; and the other the organization of housekeepers for mutual protection against the exactions which come from the inefficient servant; and an understanding pertaining to hours, wage and general requirement.

GAINESVILLE POSSE SEARCHES FOR NEGRO

Excitement Runs High for Few Hours—Citizens Shoot at Burglar.

6—7—14

Gainesville, Ga., June 6.—(Special.) A negro burglar came near causing a race riot in South Gainesville last night about 11 o'clock, when he tried to enter the home of C. M. Holland, proprietor of the Holland Stables, here.

The negro was discovered by neighbors while trying to enter the house, who shot at him. The shot aroused Holland and other neighbors, who joined in a chase after the negro. In a short time a posse of nearly a hundred citizens had collected and were scouring the town for any suspicious negro they might find.

The posses was headed by a prominent citizen of Gainesville, and the negroes in that immediate vicinity were notified to leave before 6 o'clock this afternoon, and early this morning several families were seen moving over in the eastern section of Gainesville, where the larger part of Gainesville's negro population is located.

Two negroes have been arrested, but cannot be identified as those who were trying to enter the Holland home.

Excitement ran high for a few hours last night, but it is not now thought, since the negroes are leaving that section, that any further trouble will be experienced.

KICKED OUT FOR WHITES; DOCILE WAITERS RETURN

The Chicago Defender

3-6-14

Afro-American Waiters Return to Hotel Spalding in Duluth, Minn., Without Protest After Being Put Out in the Dead of Winter—Are These the Boosted Men of Today?

A Special news item to the Chicago Defender from Duluth, Minn., reads as follows:

"The reinstatement of Colored waiter service in the Hotel Spalding, under the direction of William Dawson, has found renewed favor with Duluthians, and travelers. After a several months' experiment with white waiters, the hotel management discontinued this service and a return to the old order has been found more satisfactory. As head of the dining service, Mr. Dawson has placed the Spalding in a parity with that of the leading hotels of America."

Be Able to Snap Your Fingers.

The correspondent fails to state that these Afro-American waiters were kicked out without notice for no other cause than their color. This is another incident wherein the race was found wanting. When the Hotel Spalding wanted them again they should have been in a position to snap their fingers in the face of the management and told him to look elsewhere. The time has certainly come when waiters and other workers should get together and be independent. They should make preparations for such cases as this and then when they are kicked out, simply because they were black, they should never return. It is a hard matter to say hard things to a man out of a job, but this habit of being found waiting on the doorstep, as it were, and returning with lamb-like docility, is not manly nor in keeping with the spirit of the times. The time has come when white and black laborers must stop making fools of themselves and get together like men.

DES MOINES, IOWA.

1914

Campaigning for an Open Door to the Industries.

Freeman 1-17-14

The Freeman, Indianapolis, Ind.

Dear Sirs: Knowing your paper to be the foremost Negro journal and the champion exponent of Negro rights, and, knowing you to be ever on the lookout for the welfare of the Negro race, I take this opportunity to inform the readers of your paper of what will come before the great international convention of the United Mine Workers of America, when they meet next week, January 20, which will be of vital interest to Negroes.

It is a fact generally known that the organized trades of the United States, with very few exceptions, bar colored men from membership in their unions, and also prohibit their employment at the different trades controlled by their unions. In my mind this status of affairs industrially is the greates tproblem now confronting the colored race in the United States. The sum total of this kind of business means ultimate demoralization of the entire race.

Without employment we are compelled to become public charges, and if the powers that be will not submit to our employment, what will the same parties do with us if we should fall into their hands as charity wards?

This is a seriou scondition of affairs. In all of the larger northern and western cities (to which a great number of southern Negroes are migrating yearly) we find the work shops, mills, factories, railroads, hotels, all practically closed to the Negro. The question that should be uppermost in the minds of all of us is Shall the doors remain closed?

For my part, I say NO!

As an entering wedge, I am submitting the enclosed to the miners' convention, and I ask for it the co-operation of every friend of justice an dright. This may not be just the proper way to get at the evil, but it was all I could think of, and, if it is not just as it should be, perhaps the presenting of this may be the means of the proper method being discovered.

Anything you can do along this line will be greatl yappreciated, and will be helping a worthy cause.

Sincerely yours,

G. H. EDMUNDS.

1410 East 18th St., Des Moines, Ia.

Wise Negro Chauffeurs

Savannah Tribune 2-7-14.

The Negro chauffeurs of Atlanta are to be commended. They are an officered organization. As organization members they have pledged themselves against reckless speeding in view of the risk involved to property and life, and to abstain from alcoholic beverages both on and off duty, in view of the use of strong drink being a contributary cause to this recklessness---Augusta Chronicle.

The Negro chauffeur is here to stay. Intelligent Negro men make good auto drivers and their employers should encourage them to perfect organizations in keeping with that in Atlanta. The colored chauffeur who wants to obey the traffic regulations and the law can do a great deal toward law enforcement by inducing others to do likewise.—Savannah Press.

The colored chauffeurs of Savannah have long seen the necessity of organizing and giving more efficient service. They have been organized for several years and have been incorporated by the Superior Court. When it comes to efficiency and faithfulness Savannah's colored citizenry is second ton one.

ROCKEFELLER PLACES FAITHFUL AND EFFICIENT COLORED MAN IN CHARGE OF HIS ESTATE.

2-19-14

The Durham, N.C.

John D. Rockefeller, the richest man in the world, on Monday placed William Dunston, a colored man, and one of his most faithful and efficient employees, in complete charge of his mammoth estate at Pocantico Hills, in Westchester county, with its 800 employees and millions of dollars' worth of property. Tuesday 50 of the white employees quit, but Mr. Dun-

ston, it is understood, will remain in charge.

TRAINMEN REJOICE.

Dear Editor: Please permit us, in behalf of the Santa Fe train porters to thank the several clergymen of the two Kansas Cities for the loyal support and earnest efforts put forth in the recent election, to defeat the Ninth Amendment, known as the "Full Crew Bill."

Had this bill become a law, several hundred colored men now employed in the rail way service throughout the state of Missouri would have been thrown out of employment just as they were in the states of California, Arizona and several others, some years ago.

It is with pleasure that we point with pride to the number of railroad officials who went to the front and fought this bill in western country through the newspapers, that it might be known that they had no desire to discriminate against a race on account of its color, and whose fathers fought and died to uphold the Constitution of Untied States.

Again, we regret that such an unfair and discriminating proposition was offered by our white brothers in the service, and it behooves us as a race, to stand together and watch those who are prejudiced against us on account of our color. We must ever remember that, "United we stand, divided we fall."

C. A. Fox,
M. J. Fortner,
N. C. Gerren.

PULLMAN COMPANY TO PENSION OLD EMPLOYEES

Special to THE NEW YORK AGE:

Chicago, Ill., Jan. 13.—Seven thousand Pullman sleeping car porters will be benefited by the new pension plan adopted by the Pullman Company, details of which were issued by the company January 9. Under its provision employees who reach the age of 70 years and have been twenty years in the service of the company will be placed on a pension list. The lowest pension will be $15 a month. Employees twenty or more years in the service who become disabled will be retired and pensioned.

Women may be retired at the age of 65 years. Hereafter, except by special arrangement, no man or woman over [illegible] will be employed.

USED ONLY COLORED LABOR

Martinson & Nibur, Harlem's Greatest Wine Merchants, Enlarge Their Lenox Ave. Plant.

Martinson & Nibur, Harlem's pioneer and premier wine merchants, have enlarged their store at the corner of 134th street and Lenox avenue. Again these stalwart merchants have shown the evidence of the great hold they have maintained among their large white and black clientele, through their policy of square dealing and genuine friendship, by being forced to enlarge their quarters. In the remodelled wine store, a brand new stock, worth $3000, has been installed. Today the finest and most select family wines, liquors and cordials to be found in the northern end of the city can be found in the Martenson & Nebur establishment. Colored painters, carpenters and workmen have been used exclusively by the popular wine merchants.

NEW YORK WORLD

20 October 1914

"Buy-a-Bale" for Negro Tenant Farmers.

To the Editor of The World:

That the war of Europe has affected many industries adversely is self-evident, but perhaps of all people on whom its blighted shadow has fallen in America the negro tenant farmer is in the worst condition. Terrell County, of which Dawson is the county seat, occupies the enviable position of producing more cotton per acre than any other county in Georgia, and produces more than any other county in America per square mile, with the exception of one. This is evidence of the fact that its farmers, at least from a cotton point of view, are up-to-date. An overwhelming majority of the people of Terrell County are negroes, being at the ratio of about three to one. Nearly all of the tenant farmers belong to that race; naturally of an improvident habit, they depend upon the recurring fall cotton sales for their support. The "buy-a-bale" idea has spread over America, but this class of people are deriving comparatively no benefit from the sentiment. They depend upon their white landlords to anticipate financial stringencies and provide for them. The financial disaster which has befallen the South is too great for the white man to do more than care for his own.

The Bank of Dawson is a State depository, is also the keeper of the funds belonging to the County of Terrell and to the City of Dawson and has a capital of $100,000. It has among its depositors a considerable number of negroes, and it has decided to undertake to submit their claim to the people of the North through your paper, if you see fit to publish it.

The Bank of Dawson will receive subscriptions for cotton at 10 cents per pound, basis Liverpool middling; other grades at a difference of 1 cent per pound for each deduction in grade. It will undertake to see that the cotton is actually stored, of the weight and grade named, in a reputable warehouse; that the same has been insured and will undertake to forward the "certificate" to the purchaser upon the receipt of funds to pay for same. We will sell the cotton whenever desired by the purchaser and remit the funds, all without any charge whatever. We will see that the cotton sold is actually produced by a negro tenant and that he receives the benefit of the payment.

M. C. EDWARDS,
President Bank of Dawson.

Dawson, Ga., Oct. 17.

Philadelphia North American

5 July 1914

OPEN OFFICE TO GET WORK FOR NEGRO GIRLS

Armstrong Association Helping in Solution of Servant Problem

AIDS SOUTHERN WOMEN

A timely work that will help to solve the servant girl problem and to procure employment for negro girls who have come from the south has been started by the Armstrong Association, 1519 Lombard street.

The association has opened an employment bureau in the Brown Building, and will place chambermaids, cooks and waitresses in hotels in summer resorts whose reputation is known to its managers. Hotels in the Catskills and Adirondacks, the Poconos and at the shore are being supplied with girls who have been under the supervision of the association and who have received some training at its hands.

Many of the girls and women have been connected with the Industrial School at Hampton, while others are from this city.

John T. Emlen, secretary of the association, has appointed a negro woman whose duty is to investigate working opportunities and conditions for women of her race. She makes the applicants familiar with the field of domestic service, and gives them instruction before they accept positions. The object of the association is not only to get the girls work and to oblige patrons, but to place the right class of domestic workers with the right class of employers and to raise the tone of the service. At the same time it aims to encourage tolerance and create personal interest among those in charge of domestics.

RECALLS COLORED WAITERS

Hotel Worthy, in Springfield, Takes Back Its Former Employees.

Springfield, Mass., May 30.—The entire force of white waiters, including the head waiter, at the Worthy Hotel, left Wednesday, their places being taken by the colored waiters who were employed by the hotel before the management of Wm. M. Kimball. The change was not unexpected.

Philadelphia Pa Inquirer

23 May 1914

SOCIETY HAS AIDED NEGRO TO ADVANCE

Armstrong Association Secured $35,000 Worth of Work for Colored Men in Year

Rev. Dr. Carl E. Grammer, rector of St. Stephen's Protestant Episcopal Church, presided at the sixth annual meeting of the Armstrong Association of Philadelphia, which has been instrumental in uplifting the negro race in this city.

The association reports that during the past year more than $35,000 worth of work has been secured by them for negro mechanics and laborers. Addresses at the meeting were delivered by Professor J. P. Lichtenberger, of the University of Pennsylvania, and Charles H. Brooks, a member of the Negro League.

The association reported that a new social centre had recently been started at the Thomas Durham School for Negroes, the Civic Club and the Armstrong Association each paying half of the expense. Prizes are given by the association to the negro women reporting the greatest number of neighborhood conditions needing improvement in their neighborhood.

AUG 3 0 1914

LONGSHOREMEN TO PARADE.

Members of Negro Organization to Observe Labor Day.

Preparations for a huge parade on Labor day by the colored branch of the International Longshoremen and Cotton Jammers' an organization recently established in this city, are nearing completion. The several committees who have charge of the details of the affairs with the president, Bob Roberts, are working energetically to make it a success.

The membership of the local organization continues to grow. Tuesday night at Wood's hall in the Second ward the regular meeting will be held, at which time the completion of the official roster will be made and other necessary committees will be appointed to assist in the parade.

Plans are being made to unite the longshoremen's parade with that of the Emancipation park, bringing out the entire negro organizations of the city into one parade for this occasion.

Trenton, N. J.

TIMES

SEP 1 4 1914

ACTS, NOT WORDS.

Booker T. Washington's advice to colored men to keep as far away as possible from the large cities and plant themselves on some of the 700,000 acres of uncultivated land in New Jersey, is good. Many a white man might profit from it. But when men of any color are without capital, and forced to depend upon their earnings for their bread, they naturally seek the places where employment is likely to be found. It requires money to build even a modest home, buy stock, tools and seed, and to carry the farmer or gardener over until he can raise and dispose of his crops.

The first step is to educate the colored boy and girl in agriculture, which ought to be the task of the Bordentown school and farm, or the Agricultural College. Then, with the assistance of the State Board of Agriculture, a plan may be worked out to connect the colored farmer with the land, and help him during the first year. Until something practical is done, the negro will continue to find his living in the hotels and as laborers, and house servants. Just now there are too many political "leaders" of the race, and none really interested in its advancement.

Practical aid is what the colored men need, more than advice.

Chronicle
Augusta, Ga.

ADD 9 6 1914

'WHITE MEN DEMAND THAT NEGROES JOIN UNION."

"Galveston, Tex., Sept. 16.—Loading of all vessels here today was stopped because of a dispute between white and negro laborers.

"Four labor unions belonging to the International Longshoremen's Union and a negro cotton stowers' union not affiliated with the international are involved.

"Members of the four unions have demanded that the negroes affiliate and it is believed if this is accomplished work will be resumed. No question of wages or controversy with employers has been raised."

Labor - 1914

Thirty-seven Negro chauffeurs before the New Orleans Examining Board, during March, were granted license to operate machines.

Civil Western Christian Advocate

WATERTOWN, N.Y.

Telegram

NOV 17 1914

Kentucky Outlaws Active Again

(Albany Journal)

Just when the state of Kentucky is beginning a movement for the eradication of illiteracy, which is the source of many evils, lawless night-riding has broken out anew.

It is in the mining regions now. It is said that the employment of Negro and non-union labor is resented, and that resort to violence by masked bands is relied upon to stop it. Civic guards have been formed to repel the outlaws, and bloodshed is to be expected.

Kentucky's immediately urgent need is manifestly the eradication of lawlessness.

Milwaukee, Wis.

FREE PRESS.

1 November 1914

WORK FOR NEGRO GIRLS.

A solution of the working girl problem which will give employment to many negro girls is being put into practice in Philadelphia. The Armstrong association has opened an employment bureau and will fill positions of chambermaids, cooks, and waitresses, first giving the girls some training along these lines. Some of those for whom the association is finding positions have been connected with the Industrial school at Hampton while others are untrained girls of Philadelphia.

One of the most interesting points about the work is that a negro woman has been appointed whose special duty it is to investigate working conditions and opportunities for women of her race. She sees the girls who apply for work at the headquarters of the bureau and talks to each one, giving her some idea of what good service means, and some definite instruction which will fit her to fill the place found for her in a satisfactory way.

The association states its aims as follows:

"Our purpose is not only to get the girls work and oblige patrons, but to place the right class of domestic workers with the right class of employers and to raise the idea of service. We aim to encourage among those in charge of servants."

PITTSBURGH, PA.

GAZETTE

MAY 6 - 1914

Another Race Question

The question of affiliation between white and Negro unions of the South is bothering the advocates of the color line. Ex-Governor Brown of Georgia refers to the matter in these terms: "It has been deemed that there was an impassable gulf between social equality of the whites and Negroes, but the members of white labor unions, in voting to affiliate with members of Negro labor unions, have made the first move to bridge that gulf."

This in rather loose language represents the idea of representatives of the race issue, that industrial equality must be denied the Negro because like political equality it is accompanied by the shadow of social equality. As a matter of fact the entire absence of social equality between the Southern land-owner and the white trades-unionist shows the entire emptiness of the plea. The enmity of Southern extremists to affiliation between Negro trades unions and white ones is the belief that it marks an advance in the standing and earning power of the Negroes, who by the theory of that class must be kept in a servile and dependent condition.

Nevertheless, the facts show substantial progress in the South toward the industrial equality. Last fall the white 'longshoremen's union at Mobile quit work in support of the demand of 2,000 colored 'longshoremen for higher wages. In various places there has been discussion of the issues arising out of the proposition mainly from the whites of affiliation between their unions. This indicates the power of solidarity which is dictated by self-interest rather more than by advancement of the race feeling. Plainly the white workmen cannot receive better wages and working conditions unless the colored unions act with them. If the trades union is of any advantage to the workingman the colored unionist must be accepted as well as white.

So far the great mass of colored labor on the plantations of the South is not reached by unionism. The progress of the Negro there has been made principally by his tilling his own farm—generally small but sometimes rising to respectable size. But the present objections to affiliation between the unions where they exist suggest that the organization may spread to the larger plantations, where Negroes by the dozens or hundreds are employed on wages.

ST. PAUL PIONEER PRESS

DEC 9 1914

THREATEN NEGRO WORKERS

Night Riders Post Notices Against Kentucky Employes of Construction Firm and Quarries.

Louisville, Ky., Dec. 8.—Officials of a railroad construction company and operators of a string of stone quarries employing several hundred negroes near Princeton, Ky., appealed to the authorities of Caldwell county today for protection against the threatened operations of night riders.

Notices have been posted demanding the discharge of all negoes by the companies and threatening vengeance unless the demands are observed. The negroes are terror stricken. The authorities have taken steps to check possible depredations.

Phila. Inquirer

OCT 14 1914

DEBATE NEEDS OF NEGROES

Educators Urge More Industrial Training for Race

Colored educators and social workers held a round-table conference yesterday afternoon at the Durham School, Sixteenth and Lombard streets, to discuss the social and industrial future of the negro in America, and to make reports of progress in their several lines of work.

William B. Buck, of the Seybert Institute, in one of the principal addresses of the afternoon, stated that a foremost need of the race was a greater provision for industrial education. A. L. Manly, secretary of the Armstrong Association, asserted in his paper that the changing fashion in servants has deprived negroes of a former field of employment in the large hotels and cafes.

From .....

Published at LOUISVILLE, KY.

Date .....

OCT 19 1914

ANOTHER WARNING TO NEGROES IS ISSUED.

Evening Post's Special Service.

PRINCETON, Ky., Oct. 19.—The report comes here from Dawson Springs that the negroes there are in a furore of excitement over the posting of notices by alleged "possum hunters" warning them to leave the town.

It is said that they were first notified that they must leave by October 15, and that quite a number vacated, though some remained. According to the last report, another warning has been issued by the posting of a notice classed as final, and demanding that the negroes get out by November 1 or suffer the consequences.

Some of the negrotes have been living there for years and own their own homes, but it is said that they will give them up and leave the town. The depopulation of the town of its negro inhabitants threatens to work a hardship on many hotels there by reason of the scarcity of help which it will entail.

Galveston, Texas

NEWS.

AUG 30 1914

NEGROES CELEBRATE MONDAY

Cotton Jammers' Park Will Be Scene of Merrymaking by Colored Population Tomorrow.

Under the auspices of the City Times and the New Idea, the two newspapers conducted by colored people in Galveston, Monday, Aug. 31, will be celebrated by all the colored people in the city at Cotton Jammers' Park, at Thirty-seventh street and Avenue S. The children's program will be commenced at 3 o'clock in the afternoon and continue until 6 p. m. A baby show will be held from 6 to 7. The younger people and their elders will celebrate in the evening from 8 to 11.

Numerous prizes have been provided by Galveston merchants, which will be given to winners of the various events. Girls and boys will take part in a literary contest, and a big exhibition drill between Avenue L boy cadets and Mount Olive boy cadets will be held. Good music will be furnished during the entire day. The park grounds have been put in readiness to accommodate 5,000 people, and ample street car service has been promised. The gates will be opened at 1 o'clock.

Houston, Tex.

Chronicle

SEP 5 1914

NEGROES WILL ALSO CELEBRATE ON LABOR DAY

Colored citizens of Houston will have a Labor Day celebration of their own at Emancipation Park Monday. Addresses will be made by Mayor Campbell and the city commissioners. A free barbecue will be a feature of of the program arranged. Merchants of the city have donated the eatables for the barbecue and it is expected that a large number of the colored population of the city will be present.

A parade through the principal streets will be headed by the International Longshoremen's Association. The barbecue will be held as soon as the parade reaches the park. Mayor Campbell is scheduled to speak at 5 o'clock.

DIVISION OF BEHAVIORAL SCIENCE RESEARCH

Chattanooga Times
NEWS-
APR 27 1914

NEGRO CHAUFFEURS FORM ASSOCIATION

The colored chauffeurs of Chattanooga have organized themselves into an association for mutual welfare. A charter was applied for Monday. The name of the new organization is the Colored Chauffeurs' Industrial association. Being a benevolent organization, it will have no capital stock. The incorporators are: Roy Scruggs, Earl Drake, Will Oliver, Richard Graham and Henry Fields.

tion rooms.
From Federation Letter
Washington D.C.
Published at
Date OCT 24

DISCUSS NEGRO QUESTION.

Pittsburgh, Oct. 24.—Among the speakers at the convention of the Afro-American League of Western Pennsylvania were President Van Bittner, of the United Mine Workers, and A. F. of L. Organizer Lewis. The unionists and the delegates discussed ways to bring the negro into closer contact with the labor unions.

The convention passed resolutions calling upon school authorities to cause a better enforcement of the compulsory education law as applied to negro children.

Houston, Tex.
POST
SEP 7 - 1914

LONGSHOREMEN CELEBRATE.

Local Negro Organizaion to Parade Streets.

The local organization of Longshoremen, composed of negroes with Bob Roberts as president, will observe Labor Day in fitting style. Other colored organizations of the city have been invited to join in the parade arranged by the Longshoremen Monday morning. The parade will form at the corner of Sherman and San Felipe and the Emancipation park board and association members will join the line at the colored high school.

The Longshoremen's celebration will take place at the Pastime park in the Third ward and the orator of the day will be R. W. B. Gould, one of the best known negro speakers in the South. The local has a membership of about 300.

DIVISION OF BEHAVIORAL SCIENCE RESEARCH

Labor — 1914

ing their own people, it is of the highest importance that this lesson be learned thoroughly both by the employer and the employee.

As stated above, they are mutually dependent on each other, and if the enterprises are to succeed, the employees must perform faithfully and efficiently every duty enjoined upon them, and the employer must perform his duty in giving them a square deal, and accord them that treatment which common sense and good judgment dictates; otherwise all of the enterprises we have been years in building up will be failures. Both should be taught at home and in the schools the importance of this great lesson. That is why The Independent believes in vocational schools, where these lessons are inculcated. This lesson of the relation between employer and employee is an important one and should be thoroughly learned by both.

And then too, the employee should be courteous to the patrons or customers of the business. It is an easy matter for an employee to be so discourteous and haughty toward the customers and patrons that they drive them away and hurt the employer's business. This is not only unfortunate but very wrong. Employees are in duty bound to help their employers to gain customers and friends rather than drive them away. The Independent makes these observations because it has seen so much of the wrong conduct of both the employer and employee, that it thinks it worth while to call the attention of both parties to this matter.

MEN WITH TRADES MUST FIND OTHER EMPLOYMENT

Age Investigation Shows Lack of Industrial Opportunities for Negroes.

WOMAN IS HEAD LAUNDRESS

Twelve Girls, All Employed, Room with Mrs. Thompson, Who Uses Two Seven Room Apartments—Jeweler, Doing Porter's Work, Studying Electrical Engineering.

Following up the investigation begun in last week's AGE, reports are given this week bringing the work of the investigator up to date.

As a rule the people have without hesitancy freely and willingly answered questions and given information desired, thus aiding in giving value and interest to the effort of THE AGE to show true industrial and family conditions among the Negroes of New York, as well as to open up new avenues of employement for men and women, boys and girls, of the race. In a few instances suspicion and mistrust, or a disinclination to give the information desired, prevented the acquisition of facts concerning individuals or families, but so seldom has this condition been met that it will have no bearing on the accuracy and dependableness of the final results.

The reports follow:

Jeweler Employed as Porter.

Hubert Wright, with apartments at 40 West 131st street came to New York City from the Barbados. He was unable to find employment at his trade as a jeweler. For two years Mr. Wright has worked as porter, attending at the same time the 138th street public night school, fitting himself to be an electrical engineer. He is married but has no children. In the same apartment lives the Trotman family of five, the mother, father and three children.

Mr. and Mrs. A. Terrell, 44 West 131st street are both from the West Indian Islands but became acquainted and were married in Brooklyn. Two years ago they moved from Brooklyn to take advantage of the modern houses opened in Harlem. Mr. Terrel has worked for five years on Atlantic avenue in Brooklyn in a pencil factory There are two boarders but no children.

James France, rooming with Mrs. C. Gittees, 44 West 131st street is an elevator runner, employed at 108 West 111th street for two years. Mr. France is a shoemaker but has not worked at his trade since coming to New York.

Ruben Bayne, a native of the Barbados now living at 44 West 131st street is a tailor with his business at his home address. Although Mr. Bayne does repairing, sponging, and pressing most of his work is the making of garments. As soon as Mr. Bayne is firmly settled he expects to bring his wife and two children from the Barbados to this country. In the apartments with Mr. Bayne, Mr. and Mrs. William Green live. Mr. Green works in an office building on Broadway. The three small children are too young to enter school. Mrs. Green has her hands full looking after the children and the housework.

Provides Rooms for Fifteen Persons.

Mrs. Nittie Thompson, 44 West 131st street, is running two apartments, with a total of fourteen rooms giving accommodations to fifteen persons, twelve women and three men. The two apartments are on the same floor on opposite sides of the hall. Mrs. Thompson was Miss Nittie Franklin of Atlanta, Ga., and moved to New York in 1906. With money saved from her earnings as maid for seven years at Arverne, L. I., she fitted up these apartments, to which she gives her entire time and attention. Mrs. Thompson separated from her husband before she left the South. A number of the roomers with Mrs. Thompson have been with her more than two years. Among those rooming with Mrs. Thompson are the Misses Harriett and Clara Banks, sisters, the former a dressmaker, and the latter a maid; Miss Sarah Boyd, dressmaker; Miss Elsie Brooks, maid; Miss B. M. Davis, maid; Miss Melvina Davis, Miss Beatrice Foote, a maid, is the only person in the home at present unemployed, her employer being out of the city for a few weeks; Clifford de Citeau, chauffeur is employed as a porter; Denis Flemings and George Gregory. Mrs. Thompson's rooms are all private and the appearance of the whole house is of the highest order. Miss Nellie Bayne a roomer of the house has recently gone to Atlantic City for the summer. Miss Carrie Boyd has gone to Sandwich, Mass and Miss Gertrude Tucker to Boston, Mass.

Supports Mother and Two Sisters.

Major H. Steward, 122 West 139th street is the main support of his mother, Mrs. Mary Steward and his two sisters, Ada and Ida Steward. Mr. Steward is a clerk in the post office, which position he has held for thirteen years.. Miss Ada is a student at New York University and is preparing to be a teacher. Miss Ida is a seamstress. James T. Steward is a brother to Major H. and during the summer is engaged in farming at Wappengers, N. Y. In winter he pusues his trade as a baker. The father is dead.

P. A. McDougal, 63-65 West 131st street, is in the tailoring business, with his shop at his residence. Mr. and Mrs. McDougal have two sons who live with them. One son is employed by the Simpson and Crawford Co., and the other is learning the photographer's trade with Underwood and Underwood.

Mr. and Mrs. Clayton Andrews have apartments at 14 West 133d St. Mr. Andrews because of meager education and slight build finds it almost impossible to secure employment. His wife, Mrs. Annie Andrews, is the head laundress at a large laundry having in her charge both white and colored helpers.

Mrs. Marshal Jackson and daughter, Ethel, have apartments at 40 W. 131st street. Mrs. Jackson is a seamstress and ladies' tailor, doing the greater part of her work at her home. Her daughter, a junior at the New York City College, gives a large number of pupils piano lessons. Miss Jackson is specializing in mathematics.

J. O. Henry, 40 West 131st street, is a stenographer who has worked for a theatrical man for five years. Mr. Henry's hours are very long. His wife was Miss Viola Grovenor of the B. W. I. There are two children under school age.

Mr. and Mrs. Charles Hapgood, 28 West 139th street, have been married for fifteen years. Both Mr. and Mrs. Hapgood are wage earners. Mr. Hapgood is porter at a hotel. Mrs. Hapgood takes in washing at home, her specialty being the laundering of silks and ladies' and men's fine washable apparel.

CLAYTON'S ANTI-TRUST BILL HAS MENACE TO RACE

Former Auditor of the Navy Says Class Legislation of Democrats Will Be Used by Union Labor

MUST MAKE PROTEST AT ONCE

New's National Correspondent Sounds Tocsin of Alarm Against Vicious Measure, Which, He Says, Will Be Only an Opening Wedge for More Drastic Anti-Race Legislation.

By RALPH W. TYLER.

Washington, June 8.—The Clayton Anti-Trust bill, which passed the lower House of Congress last week by an overwhelming majority being supported by all but four Democratic members, contains a provision which must necessarily be alarming to the colored race. That provision is section 7, which provides as follows:

"That nothing contained in the anti-trust laws shall be construed to forbid the existence and operation of fraternal, labor, consumers, agricultural or horticultural organizations instituted for the purposes of mutual help, and not having capital stock or conducted for profit, or to forbid or restrain individual members of such organizations, orders or associations from carrying out legitimate objects thereof."

This provision is manifestly class legislation. In this provision is a sleeper that can, might, and ultimately will operate against the colored race. It requires some stretch of the imagination to conceive of "an organization, order, or association instituted for the purposes of mutual help" that is not conducted for "profit," either individually, collectively, or both.

Gives Labor Unions Free Hand.

This provision, which excludes labor organizations from the operaton of the Anti-Trust law would not prohibit labor organizations from adopting rules and regulations prohibiting colored men and women from becoming members under this section 7 of the Clayton bill the colored laborers might easily be excluded from all and every kind of work. Even now there are labor unions in the country which either do not encourage or, by law, prohibit colored men and women from becoming members. This provision, section 7, innocently, perhaps, makes of the organizations, orders and associations it excuses from the operation of the law an immense trust to shut out, if they so elect, the colored race from persuing liberty which the Declaration of Independence specifically declares is one of the "unalienable rights" of American citizens.

While the Constitution expressly specifies that the States cannot enact "class legislation," legislation which is to the particular advantage of one class of citizens, while operative against the rights of another class still there are some expert constitutional lawyers who favor the repeal of the Fifteenth Amendment that contend there is nothing in the Constitution of the United States which would prevent the Congress of the United States enacting class legislation.

If the Clayton Anti-Trust bill passes the Senate, to which it will go in a few days, and becomes a law by the President's approval, and if sustained by the Supreme Court, then it opens the door for any class of legislation the Democrats may favor to operate against the rights and privileges of the colored race now conferred by the Constitutional amendments.

All Must Make Immediate Protest.

Of vital importance to the colored race is this Clayton Anti-Trust bill, known and approved as an Administration measure. Its passage by Congress will become the opening wedge through which will go other measures drastically antagonistic to the colored race. The bill, as a whole, makes fish of one and fowl of another. It aims to immasculate business organizations while vitalizing and making arbitrary labor organizations; it, in effect, will turn over to labor organizations the

control of business instead of making labor organizations and business organizations indiscriminately, without partiality, amenable to law.

Organized labor, as such, embraces but a relatively small per cent of the laborers in the United States, yet its organization is so strong in activity, so persistent in its efforts to control, its leaders could cause to be written into the bill, section 7, which must become a menace to the colored race, and which is manifestly class legislation, and which will ultimately open the way for any and all legislation by Congress to restrict the rights of the colored race.

Colored men and colored organizations, religious, fraternal, civic and others, as well as colored individuals, should lose no time in acquainting their Senators with the fact that section 7 of the Clayton Anti-Trust bill is clearly class legislation, and will clearly restrict the rights of the colored race.

MEXICAN PEON A MENACE TO NEGRO

The New York Age 5-7-14

Influx Into Gulf States of Low-Class Mexicans Create Problem

ALTER LABOR CONDITIONS

Are Employed by Southern Cities, Railroads and Corporations in Preference to Negroes.

ARE HIRED FOR LESS

Work Under Conditions Which the Negro Cannot Stomach—Thrive on Filth and Dirt.

Special to THE NEW YORK AGE.

SAN ANTONIO, Tex., May 5.—The Mexican revolution, which has impoverished Mexico and resulted in untold misery and slaughter of human beings, not only presents a problem, but the influx of Mexican refuges into this country who have fled and are fleeing from their country to escape constription presents a grave and menacing problem for the Negroes, especitly of this State, but even for those as far west as Kansas. These thousands of Mexicans who have arrived, and are arriving daily into Texas, constitute a menace to Negro labor in that they are driving the Negro out of employment on city work, public buildings, railroad construction work, farm work and other work upon which the Negro has heretofore been employed almost exclusively.

In this city the Mexican population has increased to quite one-third of the total city population. In nearly all the construction work here, and to a large degree throughout the State, the Mexican has driven the Negro out because he works cheaper and is able to live cheaper than the Negro, the Negro being unable to adjust himself to the filth and squalor to which the Mexican peon is indifferent. Not only is the Mexican driving the Negro out of construction work, but as drivers of delivery wagons, autos and carts he is going the same thing, and is even found serving as porters and cleaners around railroad stations.

Practically all the railroads runing through Texas as well as city lines are employing Mexicans on construction work to the exclusion of Negroes. In Houston, Temple, Waco, Dallas, Fort Worth and other Texan towns the Mexican peon threatens to supplant Negro labor. Even in Missouri and Kansas the Mexican peon as a railroad construction hand is beginning to present a menacing problem for unskilled Negro labor.

OUR GREATEST CAPTAIN OF INDUSTRY.

The Age Editorial

(From State Journal, Madison, Wis.)

We have a habit of measuring men by material standards. We judge a man great by his possessions rather than by his principles, by the things which he has, rather than by the things which he does. It is a comparatively small thing, by our modern standards, to do a great work for humanity, but we think it very big and important to own a railroad, a

coal mine, a rolling mill or a field of oil wells. We honor the man who acquires title to a virgin forest and quickly undoes the beautiful constructive work which nature has used so many years to do. Let a man make an automobile so successfully that he can afford to divide a part of the "swag" with his laboring men and the newspapers herald him far and wide, and properly so, as a great captain of industry.

"Captain of Industry!" what a term to toy with! How we lionize our "Captains of Industry." Yet all our great manufacturers, our builders and pilots of foundries and railroads will be buried and forgotten when the name of Booker 8. Washington will be remembered and honored with a fixed place in history, because he, the nigger, has been the greatest Captain of Industry which America has yet [illegible] Beside him your Rockefellers, and Rogers, your Fricks and your Fords, crumble into insignificance. Fighting his way up from slavery he has come to be the great Captain of Industry who is making a whole race industrious. Instead of finding ways to make men work for him, he has done the bigger thing of making men find ways to work for themselves. He has benefited no small group of workers through a generous "divy" of dividends. He has taught men how to be their own captains, to pilot their own destinies from cabin to cottage.

Booker T. Washington's work is the most conspicuously inspiring story of industry and education in the world today. It is a great story. You should hear it. He will tell it tonight at the Congregational church. If you would know what a real Captain of Industry is, go.

GIVE PORTER LIVING WAGE SAYS CALIF. COMMISSION

The Guardian 5-9-'14

PULLMAN COMPANY DENOUNCED FOR COMPELLING PORTERS TO FORCE TIPS OUT OF TRAVELERS IN ORDER TO MAKE A LIVING—SALARIES ONLY $27.50 PER MONTH—GIVEN 30 DAYS TO CHANGE SYSTEM.

San Francisco, April 29, 1914.—Directing the Pullman Company to correct within 30 days numerous conditions found to exist throughout its service in California, the state railroad commission today issued its findings from an investigation into the rules, regulations and practices of the car corporations, which has extended over six months and has occupied the attention of the entire commission.

While there are 10 separate subjects of complaint, the commission lays its greatest emphasis on the inattention of the employes to patrons of the company and the inadequacy of the present wage paid to porters, **who are paid but $27.50 a Month,** and who therefore are compelled to look to the travelling public for their principle income.

Company Tried to Make a Fool Out of the Commission.

The report says in part:

"The Pullman Company attempted to make this commission believe that the wages it pays its employes are proper, and that it did not expect its employes to secure money from the public. It is hard for us to determine which should be criticised the more, the attutude of the company in its action in this regard, or its suppositions that it could make this commission believe a thing **which everyone knows is not true.**

"This commission would accept with better grace a frank statement from the general manager of this company to the effect that this company believes the public will tip and therefore it does not feel that it should be required to pay its porters a proper wage. It may be all right for persons to reward **particularly good service** with some **gratuity—upon this, of course,** we do not pass—but the Pullman Company forces its patrons **to be generous or not get service.**

Sides With the Porters.

"It is the opinion that the time has passed in this state and in this nation when institutions such as the Pullman Company can be, or should be, permitted by public authority an indulgence which requires its employes to resort **to whatever means they have in their power to secure the necessary amount which, added to their salary, will enable them to live."**

WILL THE NEGRO EVER WAKE UP?

Rev. G. W. Harts of Pasadena, Cal. Tells of Conditions of the Negro in the Colorado Strike Zone.

I am writing of the things I see on my journey—cold stubborn facts that as a race we must face. I see that we must wake up and open our eyes to the situation. I want to call attention to the great strike that has been going on in and around Trinidad, Colo., for the past six months. There are some things that every black man should know. I have just left the ground. One of the largest of these mining corporations is the Colorado Fuel and Iron Co., of which John D. Rockfeller is the chief head. This is not the first trouble of this company; for some years ago it had a big strike in its big works at Pueblo, Colo., and in order to operate the company found it necessary to bring in a large number of Negroes from the South and among these were many skilled artisans in iron work, and the company used them to advantage. But as time went on, these men were gradually backed to the lower positions in the great Bessemer Steel works until all were in the lowest menial places, and were placed in charge of overseers who treated them as beasts of the forest and drove them hither and yon with bullwhips and revolvers. Of course this condition lasted but a short time. When the colored men were gone the whites were masters of the situation again and began immediately their tactics of "bossing" the bosses. The company just used the colored men as catspaws to pull hot "chestnuts" from the fire, and when this was accomplished the Negro was kicked out. Now, the company has gone South for another importation of colored men to relieve the strain in the present struggle. Now, our advice to the Negro is to stay from the scene of conflict unless they can secure an iron-bound contract that will guarantee them against a repetition of the case above mentioned. It is high time the Negro was opening his eyes in these labor troubles and cease to let himself be used as a tool, and after being carried hundreds of miles from home, in midst of enemies and strangers, to be arraigned in the class of dumb driven animals, bull-whipped and driven by brutes in human form who are seven fold worse than any slave-driver in ante bellum days. Now, beware, lest ye find yourself in the condition as above portrayed; and if you do, it is your own fault because you steadfastly refuse to open your eyes.

J. Compton, who has been a chauffeur for a private family for the past six years, has opened the Columbus Circle Auto School in West 59th street. He is a hustling young man and deserves success.

LYNCH MAN TORN BY BLOODHOUNDS.

The Chicago Defender

(Special to The Chicago Defender)

Rome, Ga., Oct. 2.—Georgia has again murdered a man under the guise of apprehending a criminal. Rochelle is the outlawed community. Saturday a mob lynched Nathan Brown for the alleged shooting of a white farm overseer. The man was chased several days by a large pack of ferocious bloodhounds, who nearly tore him to pieces. Bleeding from the wounds and in great agony, he was strung up to a tree.

ON TRIAL FOR PEONAGE.

ATLANTA, GA., April 2.—Charged with peonage, R. F. Biggers, prominent planter of Rockdale county, Georgia, was placed on trial in the United States District Court here today. It is alleged that peonage prevailed in connection with the employment of negro laborers. The case is expected to be concluded tomorrow.

Labor - 1914

PULLMAN COMPANY TO BETTER SERVICE; LECTURES PORTERS

Inaugurate Series of Heart-to-Heart Talks—First Meetings Held at Wabash Avenue Y. M. C. A.—Chief Service Inspector and Other Immediate Superiors Tell Porters Company's Wishes and Rights of Travelers—Let Conductors Do the Fussing.

PORTERS MUST ALWAYS SMILE AND BE PLEASANT SAY SPEAKERS.

Porters in Reply Declare That It Is Impossible to Be Affable When Working Without Proper Food and Sleep and Endeavoring to Overcome Adverse Conditions That Company Should Care For.

The Pullman Company, one of the richest corporations in America, is now carrying on a series of lectures to its porters in all districts with a view of getting better service from the porters, securing their co-operation in making it pleasanter for the traveling public, giving them better service, thereby helping the company and themselves. The Wabash Avenue Young Men's Christian Association, 38th and Wabash avenue, has been the meeting place for the Chicago district. For three days during this and last week, the main auditorium has been packed with employes to hear addresses and lectures on various subjects pertaining to the work of the Pullman porter and to discuss plans whereby both porter, public and company will be benefited.

Mr. J. A. Davis Interviewed.

Mr. J. A. Davis, chief service inspector, was interviewed by a Chicago Defender reporter on Monday after the meeting. Mr. Davis very cordially received the representative in the private office of the secretary of the association. Mr. Davis said that the aim of these meetings was to give the public better service, to help make the porter more efficient and more affable in his dealings with the public, to get him to render better service to the company and himself. He said that too many complaints were being made by the public and that it was up to the porter to study conditions and help eradicate the unfavorable criticisms that were piled up against him. He said that his worth to the company would be measured in proportion to his service to the traveling public. "We are after helping the porter to discard that grouch he wears and put on a smile that won't come off," said Mr. Davis. Over 300 porters attended the meeting.

Monster Meeting Tuesday.

There was a monster meeting held on Tuesday of this week. Among those present were Mr. Richard Drau, general manager; L. S. Hemgerford, general superintendent; Mr. J. A. Davis, W. H. Waite, Mr. A. W. Giltzaw, Mr. J. P. Leach and Mr. C. C. Cox. Mr. Leach was the principal speaker. Mr. Leach spoke for the Pullman Company. He had many hints and suggestions to offer and wound up with some valuable advice. The tenor of his remarks was that quite a number of foreigners travel in this country. That in other countries they are allowed to carry their baggage and many want to do so in America. There is a rule in the Pullman Company that only a grip or suit case containing necessary traveling apparel may be carried and the other luggage must be checked, and that in enforcing this rule it is up to the porter to be polite, and show them courteous attention, even though they can't speak good English.

Be of Service to the Conductor.

Mr. Leach urged the porters to help the conductors in various ways namely to see that they don't miss a ticket or lose money in any way. These little helps he said would redound to their credit. He said that it should always be a point with the porter to see that the drawing room, when not occupied, should be kept clean, well ventilated and ready for use. When it was not in use, to have the curtains down. One of the chief complaints at the office, he said, was that men would step upon the upholstery when raising and lowering beds and that a great deal of the linen was lost. Mr. Leach said that he wanted the porters merely to keep more in touch with the linen misplaced and report it as it costs them nothing to do so.

Use of Vacuum Cleaner and Lights.

The company has installed the vacuum cleaner and the porters should learn how to use it, said the speaker. He gave instructions how to do this. He was very plain in his talk about too much extravagance in the use of electric lights. The question of awakening the passenger was discussed at length. He said that there was a time when the porter used to wake up the passengers at an early hour but now it is left to the passenger when he wants to arise. He urged them to be quiet, as no one liked a noisy porter around.

Let Conductor Do the Fussing.

If there is too much baggage occupying the space allotted a passenger, let the conductor do the talking and if there is any fussing, it's up to him. Too often porters get into arguments that are not necessary. He told them of the sick benefits connected with the company and the month's salary given the porter who keeps up certain rules of the company for a year.

Mr. Dean Speaks.

Mr. Dean, general manager, one of the leading men connected with the company, was called upon and said he was pleased to come and talk to the men he had known for 30 years. "I have come to tell you that we will do our share toward building up this great business institution, but you, who are in direct touch with the public, can do more than we in the office. It's up to you men to represent us in public. I don't believe there is a larger company in the world that has a better set of men working for them than the Pullman porters, and we want to better conditions, and yourselves. These meetings are going to get us in closer touch with you and we can soon find out the needs, all we ask is a close co-operation."

What Mr. Hungerford Said.

Mr. Hungerford said "We want you to feel proud that you are a Pullman man. We want you to be a courteous and classy set of men. We want the Pullman company to go down as one of the most reliable companies in the world and you can help do this. I am sure these meetings will be a big success."

The Porters' Side.

After the speeches by the officials, porters were called upon to state some of their grievances. While the company officials had many advices to give, the porters had many suggestions to make. It is a known fact that Pullman porters are some of the best educated men there are in the race. They are intelligent men, reason well, and their suggestions were good. He wanted this condition corrected. Another stated that a flagman was not supposed to ride in the smoking room of a Pullman, where he would dirty the room up with cigar ashes and expectoration, but that he did so and if he were turned up to the conductor that porter was black-listed. Other porters said they wanted better sleeping quarters and better provisions made for them to get their meals if the company wanted them to smile and be polite.

BROWN DECLARES LABOR UNIONISM SOUTH'S MENACE

He Says That Affiliation of White and Negro Unions in South Is Blow to White Supremacy.

Constitution 4-26-14

ASSERTS SOCIAL SYSTEM IS PUT IN JEOPARDY

In His Second Card Former Governor Brown Pays His Respects to Jerome Jones, W. C. Puckett and Others.

Former Governor Joseph M. Brown, in his second card dealing with union labor, lays particular stress on the fact that here in the south labor white unions have affiliated with negro unions and that by so doing a vital blow at white supremacy has been struck. He declares that the negro in many counties of the state of Georgia would have the white people utterly at their mercy if they were organized and backed up by leaders of the white unions.

In the course of his card, the principal part of which is produced herewith, he pays his respects to Jerome Jones, W. C. Puckett and other local labor leaders.

Ex-Governor's Card.

To the People of Georgia: It has been deemed that there was an impassable gulf between social equality of the whites and negroes, but the members of white labor unions, in voting to affiliate with members of negro labor unions, have made the first move calculated to bridge that gulf.

In my commmunication, published last Sunday on the subject of labor unions, I said that, as amazing as the statement might appear, I would show that labor unionism is taking steps calculated to undermine the social fabric upon which our civilization is built. This statement I will verify by reference to the voluntary acts of labor union organizations. The first of these were in the south, the last section, by the way, to which I would have looked for such acts. I quote from the press dispatches which were in various Georgia newspapers.

"White Men Strike to Get Negro's Demands.

"Mobile, Ala., September 10, 1913.—All members of the white longshoremen's union quit work today to enforce the demands of the negro locals, over 2,000 strong, for increase in pay, and have demanded that the stevedores sign the scale proposed by the negroes. The strike threatens to assume a national phase, as the men claim that vessels which the longshoremen refuse to load at Mobile will not be handled by longshoremen at other ports. Over 3,000 men are out."

(Governor Brown at this point quoted dispatches from Galveston, Texas City and other points. Continuing, he said):

Note the strikes by white labor union organizations in Mobile "to enforce the demands of the negro locals." Note the "demand" by the Galveston and Texas City white labor union men "that the negroes affiliate with them." Note the Southern Labor Congress voting, with only two negative votes out of the delegates from thirteen states represented, "to allow negro laboring organizations to affiliate with the organization."

Now, what does "affiliate" mean? Webster's dictionary says: "to receive into a family as a son." But what does the labor union construe it as meaning?

Labor Demanding It.

And the labor unions are not sullenly yielding to it before the coercive power of vital conditions, they are not simply consenting to it, convinced by artful reasoning, but they are "demanding it," and openly holding up the commerce of the world in their militant movement to enforce it.

To us who are uncompromisingly opposed to negro social equality there is no astonishment in noting that this was not the request, or plea, of the negroes. Yet the paradox is that the initiative was taken, the demand was made by the white men of the labor unions at southern seaports, and that this equality, forced upon the negroes by the white local unions at Mobile and Galveston, was ratified, with only two dissenting votes by the Southern Labor Congress, presided over by our own Atlanta Jerome Jones and "sectaried" by our Atlanta W. C. Puckett.

Now, some may say that these developments are "peaches," but to me they are more like a saucer full of delicious looking black gum berries.

But let us look at President Jerome Jones and Secretary-Treasurer W. C. Puckett in another assemblage and

DIVISION OF BEHAVIORAL SCIENCE RESEARCH
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interpret them. At the labor services in the Universalist church, in Atlanta, January 25, 1914, Mr. Puckett said: "Wherever there has been the need of votes to place a measure looking towards the betterment of mankind upon the statute book, there you have found organized labor in line."

And Mr. Jerome Jones, at the same meeting, said: "It may not be too much to say we (labor union men) are in a great measure the molders of the character of the state."

Not Labor Union State.

Well, to Mr. Puckett I will say: "Whenever you labor unionists attempt, by your votes, to place negro affiliation with white men on the statute book of Georgia, as you have placed it on the membership book of labor unionism, you are going to find that Georgia is not a labor union state."

And to Jerome Jones I will remark: It is too much, entirely too much, to say that you labor unionists will ever succeed in molding the white men of Georgia in the labor union die, which makes the white man and the negro of the same "brotherhood" pattern. And, besides, I think you have sadly misjudged the origin of "the character of the state." The foundations of Georgia's "character" were laid by Oglethorpe. The structure was successively raised, strengthened and beautified by the revolutionary patriots, by preachers, school teachers, statesmen and liberty-loving warriors and by pious women and God-fearing men in log cabins, town houses and city mansions during the past four generations. And labor unionism has no monopoly of "character molding" in Georgia, even now. It claims only 12,000 members in the state; whereas, if the annual percentage of growth during this decade equals that during the last, we now have about 380,000 white men. The other 368,000 are some character molders themselves.

Unionism Not Known.

And then think about such counties as Towns, Dawson, Heard, Twiggs, Cherokee, Echols, Crawford and the like, over a hundred in number, wherein labor unionism is practically unknown. Are their people in character-darkness because labor union's sun has not shed its beams among them? Or is their character a monstrosity because not molded by the labor union?

Now, Jerome, honest, don't you think you and your brother labor union leaders are a nice set of gentlemen to be denouncing as "infamous" my speech wherein I declared that the members of labor unions ought to be made to obey the laws exactly as all other men are required to obey them? And do you think that many Georgians, outside of the labor unions, or any great percentage in those unions, are going to agree with your perfervid denunciation of my executive message to the legislature in which I contended that you were mistaken in your belief that your union label carried greater authority in Georgia than does her great seal of state? Let me advise you and your 12,000 labor union affiliates that you do not give too many dares to the other 368,000 white men in Georgia. They might take one of them. No more would be needed.

In proof that the white labor unions are already taking steps to unionize the negroes and to stand together with them, now read the following extract from a dispatch:

"Pullman Porters' Federation Received Notice of Aid.

"Chicago, January 17, 1914.—The recently formed Federaton of Pullman Porters have received a promise of assistance from the railroad brotherhoods in a campaign against the present tipping system on Pullman cars."

I will remark, in passing, that no doubt the general public will be glad to render assistance in the same matter. But I am a little skeptical about the porters.

Macon's Mayoralty Race.

In the race for mayor last fall between my friend, Bridges Smith, and Wallace Miller, it was charged that Wallace Miller, in building a house, had employed non-union bricklayers. It was answered that he had employed union and non-union men. This was denied in a communication signed by A. J. Cooper, president of the bricklayers' union. In this Mr. Cooper said:

"There are two unions here, No. 17, for the white bricklayers, and No. 4, for the negro bricklayers."

That the negro, when he has once tasted the fruits of labor unionism is inclined to use this new bond for his racial advantage is shown in the following dispatch from France:

"Color Line Drawn in Paris Labor War.

"Paris, January 24, 1914.—Fifteen thousand negroes in Paris are forming a trade union to resist the efforts of white workmen against their obtaining better pay."

The Federation of Labor is astute in its methods. It moves from several bases, now simultaneously, now successively. It cajoles here and coerces there. But as the needle, though it temporarily follows a magnet in any direction, always, when left free, points to the north, so the above federation is ever and everywhere generally moving toward one goal, and that is class dominance. And to secure that, it will break traditions, upset precedents, nullify laws and, we now see, destroy conditions which make for racial integrity.

Negro Has Gratitude.

Undeniably the negro has the merit of gratitude. The republican party, forty-six years ago, having already freed him, gave him the ballot, and to that extent made him "just as good as the white man." From that year to this the negroes in every state vote the republican ticket almost unanimously. Their votes in the southern states brought such disaster that the white race, for its self-preservation, was forced to devise means within the law to suppress the negro vote.

If the Federation of Labor can secure the enfranchisement of the negro in Tennessee we may certainly look for it to attempt the same in Georgia. Why not? The white brother in the labor union lodge votes, why should the negro brother be robbed of an equal right? And, if the labor union can destroy this barrier between the negro and the ballot, see what an enormous balance of power it will hold! Add the labor union white vote to the present negro manhood vote—probably 285,000—and what becomes of white supremacy?

Hours of Mischief.

We may properly ask, what effect on the negro will the labor unions' eight-hour or six-hour day have? The surplus hours with many of them would be to idle hours, in which enough mischief would be hatched to sorely vex the white race, including even the members of the labor unions.

Already one of the labor organizations has invaded the rural portions of California and brought about a strike which resulted in the killing of a district attorney, sheriff and deputy sheriff, who had gone together to the scene of the strike.

Suppose all the peach packers in Houston and Macon counties should strike for double wages and shorter hours when the fruit should be shipped. The result would be the loss of the crop or the profit on it.

Suppose all the negroes in Morgan, Putnam, Greene and Newton counties should strike for double their present wages, and should be supported out of the "defense fund" of the negro and white labor unions of all the other counties from April to August inclusive. The result would be disastrous to the white people of those counties.

As the case now stands, the negroes alone, even in localities where they are in the majority, realize their practical helplessness, and do not organize into guilds, or associations, to resist or hold up the white people or any portion of them, but, given the aid and affiliation of the militant labor unions, they will, at least measurably, so organize and act.

Negro Nationality.

Professor Albert E. Park, of the University of Chicago, in a speech before the American Sociological society recently declared that "social conditions in the United States are tending to develop in the negro a racial consciousness, and to organize a negro nationality."

Now, the facts I have herein adduced are beyond question. They cannot be dismissed with a wave of the hand or with personal sneers. It is for the labor union leaders to explain why they have found it necessary to affiliate—to place themselves in the intimate relationship of brotherhood—with the negro race; why they are seeking to organize that race and fit it for a hold-up of every white man and woman in Georgia; why they are planning to get it into associations which say they will work only eight or six hours per day and demand pay for the entire day, and if needs be, enforce those demands with the club, the ax, the rifle, the dynamite stick or the torch, or all of them. I can give scores of instances, reaching from Massachusetts to California, which prove that within the past nine months the labor unions have used those very instruments of anarchy and murder in their war upon American society. Does not any southern person know the danger to a community if thronged with idle negroes "on strike" and inspired by the lawless examples of white labor unionists, whether in this state or out of it?

No Words of Abuse.

I have no words of personal abuse of Messrs. Jerome Jones, Puckett, Marks, Fechner, Lawyer Ladson or other labor union leaders, and I am sure that many hundreds of their fellow members, who are as white as any of us, who are as true in their pride of race as we are, are not going to follow them in "brothering" the negroes; but I say these leaders have made themselves partners in a movement which, if carried to its logical conclusion, means not only serious economic embarrassment to the entire white race, and in the country districts, absolute personal danger to many of its weaker members, but also the undermining of the very foundations of the social fabric of the south.

Fellow citizens, are you prepared to let the labor union minority of 12,000 out of 380,000 white men in Georgia bluff you into interruption of your commerce and mails and your power to travel; bluff you into suspension of work in your factories and in the erection of your buildings; bluff you into tolerating, even in its own members, social equality with the negroes? Are you prepared to allow it to exercise class preference and enforce class dominance over all other classes in our state? Are you prepared to further allow its union label to exact greater allegiance in Georgia than does her great seal of state?

JOSEPH M. BROWN.

PULLMAN CO. TO PENSION ITS FAITHFUL PORTERS

Officials of Company Work Out Plan to Benefit Its 33,000 Employes, 7,000 of Which Are Afro-Americans, Many of Whom Have Spent Lifetime on the Road.

PENSIONERS TO BE 70 YEARS OLD AND 20 IN SERVICE

No Age Limit for Disabled Employes, Twenty Years' Service Being Only Requirement—Women to Be Retired at the Age of 65 Years.

The announcement this week that the Pullman Company was to pension its old employes caused considerable interest and speculation in the families of the many porters living in and around Chicago. Sensational stories were afloat of princely sums to be awarded to selected men in the service, but a careful study of plan shows the contrary. The faithful porters will benefit under the new pension scheme but there are very few who will be benefited immediately.

33,000 Employes.

The Pullman Company has 33,000 employes. Of this number more than 7,000, are Afro-Americans, principally employed as porters. The new pension plan includes all of its employes and has been issued in pamphlet form. Under its conditions employes who reach the age of 70 years and have been twenty years in the service of the company will be pensioned at the rate of 1 per cent for each year of service of the average monthly pay received during the last full year of employment. The lowest pension allowance is fixed at $15 a month. Employes who have been twenty or more years in the service of the company and have been disabled may be retired and pensioned. Women may be retired at the age of 65 years.

PUBLIC PORTERS MEET THE MAYOR'S MARSHAL

The public porters of the city were summoned by Mayor J. Rosenthal's Mayor's marshal, last Tuesday morning. Fully 200 men responded. The greater number of public porters are colored. Jews and Italian are the other nationalities. There have been many complaints made against the porters, and some friction manifested on the part of the cabmen and chauffeurs against the colored porters.

Mr. Rosenthal greeted the men pleasantly and his talk which was plain and emphatic told them of the various complaints made against them by the public, both as to charges and deportment. Some were charged with being runners for hotels to the detriment of other hotels, the marshal reading a letter from one of the large hotels in which that particular hotel was represented as being crowded. Such porters were given to understand that they could not operate under two licenses and would have to give up one or the other. He did not desire to put any of them out of business, but they must give the public a square deal if they expected a square deal from him, as the Mayor who had appointed him held him to strict account for the proper performance of his duties. He praised the uniform porters and thought there should be a union of all.

The white porters dissented and the marshal said he was not against separate organizations. He advised that they get together and discuss the plan of designating the men to different stations, the Grand Central, Pennsylvania, the ferries, terminals, etc., and then through a selected committee of their members report back to him a definite plan for his approval on distribution, weeding out of bad porters, and toning up the men now in the service.

He wants to help them, but he wants them to thoroughly understand that neither he nor the Police Commissioner would stand for the further annoying complaints. He sympathized with the deserving man, but would not longer tolerate the undeserving black or white. The deserving will always find a friend in him.

The men applauded the Mayor's marshal and proceeded to get together on a plan of action. The colored porters through Mr. Wright agreed to meet Friday evening at the rooms of the National League on Urban Conditions in 135th street. The Mayor's marshal seemed to take to the idea of having all public porters uniformed as in his opinion it gave greater confidence to the public.

OKLAHOMA FARMERS CHARGED WITH PEONAGE

GUTHRIE, OKLA., July 30—Charged with holding negro boys in peonage, James and Andrew Williams, farmers, were arrested today by Deputy United States Marshal Newell and placed in jail.

It is charged that the Williams' maintained an agency in the southeast and had shipped to them thirty-five negro boys from Charleston, S. C., who were placed on a farm in Kay County and worked as slaves. Last week one of the boys escaped and informed the officers. Three other boys who attempted to escape, it is alleged, were recaptured and received beatings which may result fatally.

Driving a car of three across the continent in a Chalmas car, is the task of Mark Carnahan, of Los Angeles, Cal., who began the trip will be taken in easy stages as the party is bent on seeing the country. The success of the trip will be quite an acheivement, since trans-continental trips are rare, if they ever have occurred among Negro drivers of automobiles.

Labor - 1914

COOKS I HAVE HAD; THEIR PECULIARITIES AND THEIR EFFICIENCY--AND LACK OF IT

advertiser 10/18/14

Only Efficient Ones by Some Twist Happened to Be Named Mary

By MRS. P. L. MATTHEWS.

Yes, inded, I have always had a servant—except at intervals, and it has unusually been an interval.

In a long and motley line of servants there stands out in bold relief, my three Marys. Why the only efficient servants I have ever had were named Mary. I cannot say, but it so happened. Now when a new one applies I ask wistfully: "Is your name Mary?" But it is either Josephine, Lillie or Savannah. I probably have had all the Marys that one ordinary human being could reasonably expect.

My first Mary was tall and strong and clean. She cooked the best things in the world, and kept the cleanest kitchen on record. She never said that she was a cook, and that it was not her business to sweep the front porch or to rock the baby.

Mothered Whole Family.

My next Mary was fat and black and always laughing. She mothered the entire family. She counted out and counted in the week's washing and woe to the wash-woman who lost a garment or tore one up.

She sewed the buttons on the children's clothes; she was my beloved and most critical lady's maid; and she fussed only when money was spent uselessly or foolishly in the kitchen. Dear Mary! Heaven rest your soul. My next and last Mary came years later, only to afford us a three weeks' respite; fate could not permit all that comfortableness to one family, so the husband of Mary filled himself with strong drink and beat up our very present help with a chair. After she had recovered from the effects of the chair, she left for a healthier climate.

The first servant that came to rule over us, even before our honeymoon had begun to wane was Rose—sweet Rose. Rose had established a reputation among the housekepers of our town for being not only a culinary artist but a light-fingered specialist as well.

Reckoned Without Rose.

However, I was young, and imagined that I could control the happenings in my own pantry. But I reckoned without Rose. In the matter of laughing at locksmiths, she had love relegated to the back doorsteps and pushed into the rain barrel. When I remember an inexperienced, but very firm and uncompromising young housewife unlocking the pantry door, and telling Rose to get six potatoes, while Rose got six potatoes for dinner but slipped six more underneath her apron into an enormous (y) awning pocket, I could shriek with laughter.

What is so funny is that I saw Rose all the time, and she knew that I saw her, and also knew that I did not have the nerve to call her down. Her defiance simply unmanned me. At the end of the month I persuaded my husband to fire Rose. He had to get "half shot" to do so, but he scared her for once when he finally did order her to leave.

Rose gave me a black-eye among the other members of her S'ciety, and so when the first baby came they took fiendish delight in saying, "Naw, sir, I doesn't know of any one who wants a place cooking." Old Aunt Annis, 90 years old, came to our relief. Yes, she was 90 years old, too. She lived with her son who was feeble from old age himself.

Was Good Nurse.

Aunt Annis could not cook, but she was the best old nurse that ever spoiled a tiny baby. She actually held the little rascal in her lap all night long once for fear she would wake him up if she put him down. No, I never had heard of "Better Babies" then, and I thought trained nurses were luxuries for the rich and grand. So Aunt Annis was quite satisfactory, although she gave him a piece of raw fat meat when he was only two days old, and got furious when we balked at turning greens. She said "young folks thought they knowed ever'thing," and that she was "nussin'" fo you was borned honey.'

My friends all seemed to have good nurses for their babies, but when I think of the little wretches that pretended to nurse mine, I always dream of colozination of the race. The only time I ever left my baby alone with one of them for an afternoon. I arose right in the midst of the little reception and told my hostess, I simply had to go home. Something suddenly impelled me to hurry to my baby, which I did. And found him almost in convulsions. from fear and crying. The girl was standing perfectly still, looking sullen and letting him scream. I found purple marks on his little body, but his father was never informed. As far as the intent was concerned I had as well have murdered her. I would have enjoyed it.

There were probably a dozen nurses employed after that. They usually quit because I would not let them take the children off for the afternoon. One girl took them walking one day. Probably because she felt the need of some amusement or diversion, she carried them to the graveyard and then ran off and left them.

Agree With Cook.

There have been cooks galore. Some agreed to cook three meals, but they usually stipulated two. I learned to agree to either number, because I knew they would only cook one meal regardless of the agreement. They never came in time for breakfast, and could never stay after dark. It seems to me that cooks are the most absolutely proper persons in the world. The proprieties, or conventions if you please are as dear to them as their black dresses and broad white bands that they wear at "cousin's" funerals.

No, no they could never dream of staying out after dark. My big grocery bills and very dirty kitchen probably haunted them and ran them in. When the second baby was most in need of a guardian angel, some power sent her one. One morning I arose wearily to begin another day's struggle; I opened the back door, and there sat "Black Mammy," for that she became from that moment.

There never has been any devotion more intense or more lasting than Black Mammy's for my little girl; nor has there ever been greater love in the heart of a child than the baby girl entertained for her friend, protector, and comrade. If the baby was refused candy at home, she usually came in from her walk with a broad red sticky streak down the front of her dress.

If anybody hurt "Sister's" feelings "anybody" had Mammy to reckon with.

Comes To City.

Mammy followed us to the city, but the call of her little shanty at home was too strong, and she soon went back there where in a few months she died. Black Mammy was a jewel, and we all echoed the baby prayer every night of "God bless Black Mammy."

THE NEGRO AND DOMESTIC SERVICE

Labor 8-14

The omnipresent servant question which arises at every turn to disturb the harmonious conduct of the home, and which

Constitution

DIVISION OF BEHAVIORAL SCIENCE RESEARCH PEEL 3

10/8/14

been led to for the last fifty years by unavoidable conditions is preying upon the energies of the competent and incompetent housekeeper, and driving many families into the crowded atmosphere of the apartment house, hotel and boarding house.

The conditions leading to inefficiency of the negro in domestic service may be attributed to: First, the sudden taking of the negro from his owner's home, where, during slave time, he was credited to be the model domestic servant. Second, the change in social conditions which brought the life of the south from the plantation as the family center to the city, which scattered the center. Third, the evolution of modern woman, which has enlarged her sphere, and taken her out of the home into the upbuilding of community life, through the school, the church, and the social institution, thus depriving the servant of the patient training she formerly gave him. Fourth, the failure of the common school system to equip boys and girls for the fundamental duties of home-making and housekeeping, and the error along similar lines in the curriculum of the negro school. Fifth, the failure of housekeepers to come together to discuss the problems which confront them, and their failure to recognize the efforts being made by the negroes themselves in establishing domestic science schools.

The first conditions quoted were unavoidable; that is, the sudden freedom of the negro and the radical change which came to him in being given his liberty and deprived of direction; the change of the base of southern life from the plantation center to the town; the evolution of woman, and the broadening of her sphere.

But in the readjustment of the school system of the state which is in active working, there is the greatest hope ahead for readjustment of life in the home. And the schools, not merely elementary, but those heading to so-called higher education, following the same principle, are making for a generation of young men and women who will have as a part of their fundamental training the sciences which pertain to home-making and direction. A similar improvement is being pushed in the training of the negro youth, and the result patiently awaited is leading to efficiency—the watch-word which should be impressed upon the mind of every child of the commonwealth as his chance in life.

Until the readjustment has had time to develop, the present emergency, coming under the head of the "servant question," might be somewhat mitigated by two agencies; one the establishment of domestic science schools for negroes, their encouragement by housekeepers; and the other the organization of housekeepers for mutual protection against the exactions which come from the inefficient servant; and an understanding pertaining to hours, wage and general requirement.

Columbia, S. C.
State
SEP 8 1914

NEGROES OBSERVE DAY PLEASANTLY

President Wilkinson of State College at Orangeburg Delivers the Principal Address.

(Written for The State.)

The negroes of Columbia celebrated Labor day yesterday in various ways and had a general good time. There were two barbecues given—one in the basement of the Sidney Park C. M. E. church for the benefit of said church, and the other at the home of Summerfield Perrin, was given in behalf of the Ladson Presbyterian church.

A neat little booth was erected at Main and Washington streets, representing a chamber in a hospital with a single bed for a patient, in charge of a trained nurse. This was an effort to raise money to build a new hospital for negroes in Columbia. The day was denominated "tag day" for the hospital. The committee pinned a tag on every person who gave them 10 cents for this enterprise.

During the day a negro minister called to inspect the booth and to give the committee a word of encouragement. He paid a dime and was tagged. The preacher then went into one of the nearby stores to make a purchase. The merchant, who happened to be one of the leading white citizens of Columbia, asked the preacher what was that pinned to his coat. The preacher replied: "It is a tag for which I paid a dime. At Main and Washington streets is a booth in the interest of the new negro hospital and they pin a tag on everybody who gives them a dime." The merchant handed the preacher a dime and told him to go back and tell the committee to tag him again. He did so and the committee was delighted. It is said that the committee sold more than 100 tags during the day. The persons who had charge of this booth were kept busy in the hot sun all day.

In the afternoon quite a crowd gathered at the ball ground to witness a game between the "Flying Eagles" and the "Giants." The "Giants" whipped. The amusing thing about it is, it is said that the team known as the "Flying Eagles" is composed of grown men and the "Giants" is composed of boys, and yet the boys were victorious. Great was the outburst of enthusiasm at the conclusion of the game on the part of the "Giants."

At 8:30 p. m. a large crowd assembled at the Sidney Park C. M. E. church to hear President R. S. Wilkinson of the Colored State college, located at Orangeburg. Dr. C. E. Stephenson, a practicing physician of Columbia, presided and introduced the speakers. The singing was excellent.

President Wilkinson spoke on "Industrial Education," and held the close attention of his audience from the beginning to the end of his address. Prof. H. P. Butler and Prof. C. H. Jones, teachers in the State college, also made interesting remarks.

A bouquet was given in honor of the speakers at the close of the exercises at the church. Quite a number of the graduates and students of the State college who reside in Columbia were present and took considerable interest in the exercises.

Dr. Wilkinson, who is perhaps the leading eduactor among his people in this State, spoke in the interest of the college. He traced the development of his people from emancipation to the present time along industrial lines and showed the lack of steady and efficient progress because of the need of intelligent direction. He said in part:

"Misdirected efforts have caused the negro tolose ground in the mechanical and industrial purusits of today. Occupations wherein he once had a monopoly are being taken from him by those with better training and business enterprise. Even the common pursuits of domestic service, as shoeshining, barbering and waiting, are slipping from him because he does not put into them the same maximum of intelligence as is required in carpentry, blacksmithing and agriculture. All labor is a matter of education, and the results to be achieved are proportionate to the amount of intelligence and training. In order that the negro may gain ground and succeed in his occupations he must apply himself to the facilities and embrace the opportunities afforded by the industrial schools organized to give him the necessary training.

"The college at Orangeburg is today sending out better farmers to build up the soils and redouble the production by intelligent, scientific methods. Instruction is also afforded there in carpentry, blacksmithing, wheelwrighting, tailoring, harness and shoemaking, plumbing, tinning, bricklaying, painting, printing, steamfitting, architecture, electricity, mechanical designing, cooking, dressmaking, laundering, nurse training, basketry, fruit canning, poultry raising, dairying, fruit growing and general horticulture. The opportunity to learn any one of the above trades means more work, better work, constant work."

The address was full of illustrations in facts and figures to show the value of industrial training to other races, the efficiency gained through this means, and the better opportunities to make a living. The speaker urged upon his audience an appreciation of the merits of industrial education for the oncoming boys and girls of the State, and advised a steady cooperation with the movements at work alone these lines by paying attention to those things creating wealth, health and contentment, and by emphasizing their advantages rather than their disadvantages.

New York Age 2-5-14.

ORED DINING CAR MEN.

A few days ago the officers of the New York, New Haven & Hartford Railroad had all the colored men connected with the dining car service thoroughly examined as to health, cleanliness, etc. In all 133 men were examined and only one failed to pass examination. This is one of the finest records that any set of colored men in this country has ever made. It shows that the men connected with the dining car service are intelligent and are a fine lot.

We will not comment further, however, but quote below the record covering the examination:

In order to protect its patrons and insure the most sanitary service possible, all of the employees in the dining car service of the New York, New Haven and Hartford Railroad have just been subjected to a thorough physical examination. The examination included even extra men in the service and covered altogether 14 stewards, 12 chefs, 15 second cooks, 17 third cooks and 75 waiters. These men are employed in the 12 dining cars in operation at the present time.

Out of the 133 men examined only one man a waiter, failed to pass. This man was immediately relieved. In the case of all the others the examination disclosed that they were not only free from contagious or infectious disease, which was the principal idea in the examination, but were also in good general condition and free from physical defects. In fact according to the testimony of the examining physicians, the result of the test, which was a most rigid one, was to show that these employees were an exceptionally healthy and clean body of men.

About 75 per cent. of these men have been in the employ of the company for the past seven or eight years, or since the dining car service was enlarged. One waiter has been in the service 25 years and one cook 24 years. These two were among those who passed the examination. None of the men was notified when to expect the examination, but were just taken off the cars at the New York terminal.

While the company has always made it a rule to exercise great care in selecting men for the dining cars, hereafter the practice will be followed of having periodical examinations made of all such employees. Under the new rule no new man will be employed unless the company's physicians have pronounced him in good physical condition. It is the aim of the company to have the most sanitary dining car service possible. Not only is the condition of its employees watched, but articles of food, such as milk and ice cream, are subjected to frequent tests in the company's laboratory.

So long as we have such men to represent us in the dining car and Pullman car service, our race need not be ashamed.

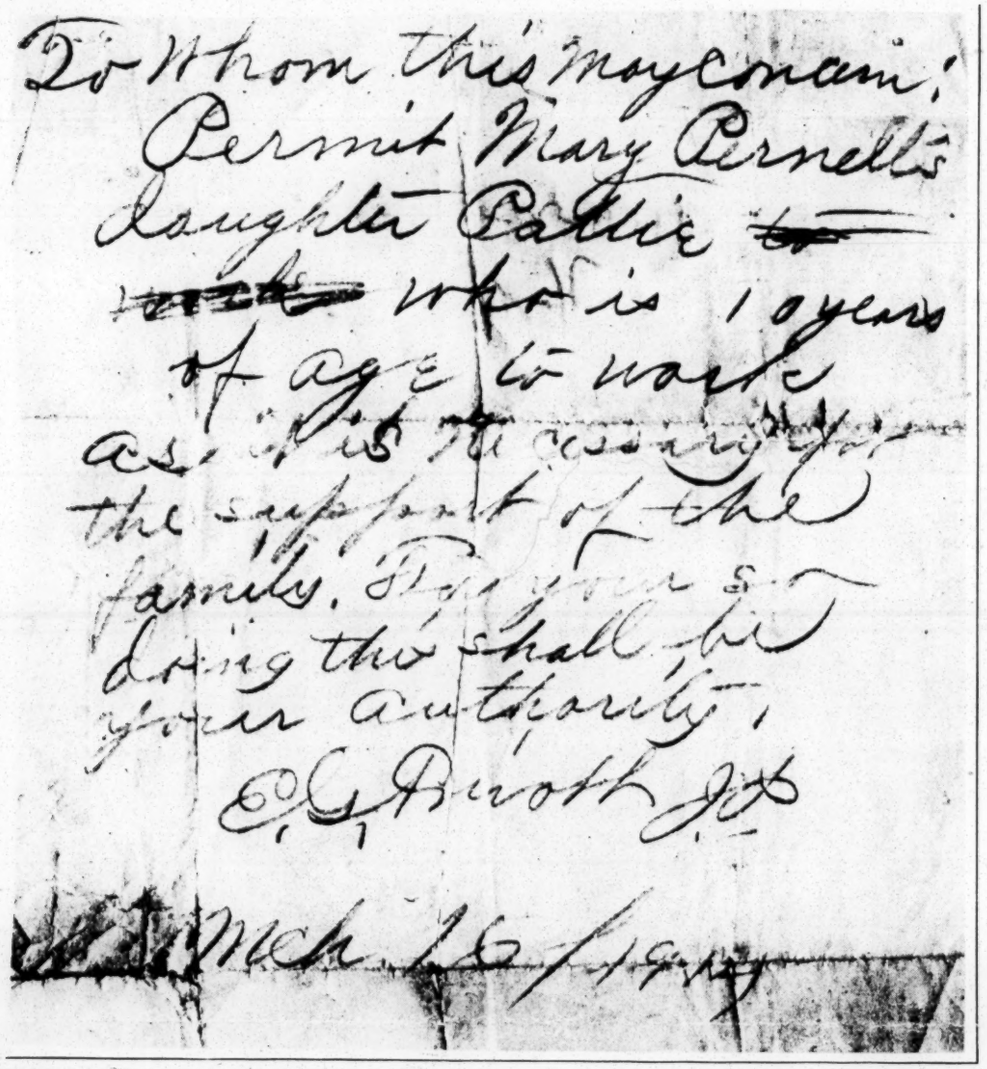
The Afro American Ledger
8/23/14

WHITE HEADWAITER AT EMERSON

A white man has been appointed headwaiter in the Chesapeake room of the Emerson Hotel. He will have colored sidewaiters and bussmen under him, however. This room has been in charge of George Butler, an assistant under Headwaiter William White. Butler is retained as captain under the white man. Mr. White will continue in charge of the main dining room, it is said.

DIVISION OF BEHAVIORAL SCIENCE RESEARCH REEL 7

Labor — 1914



To Whom this may concern:
Permit Mary Pernell's daughter Pattie ~~to work~~ who is 10 years of age to work as it is necessary for the support of the family. For your so doing this shall be your authority.
E. G. Privott J.P.
Mch 26/1914

PROTECTING NEGRO CHILD LABORERS IN VIRGINIA —BY A. J. McKELWAY

The Survey 8/15/14

The John King Peanut Company, of Suffolk, Va., was found by Inspector Clinedinst, of the Virginia Bureau of Labor, to be employing 217 Negro children under 12 years of age, to whom permits had been sold by the local magistrate, E. G. Privott, at 50 cents apiece. The mayor of Suffolk was one of the stockholders in the peanut factory, and according to the testimony of Privott he authorized the magistrate to grant these permits on the ground that it made no difference about Negro children.

The Virginia law, which has lately been superseded by a better child labor statute, allowed children between 12 and 14 to be employed upon a permit issued by the magistrate. One of these permits, showing the children to be 10 years old, is herewith presented.

The commissioner of labor felt that the law had been so flagrantly violated that he moved the impeachment of Magistrate Privott before Judge McLemore. The testimony which had been prepared in the criminal prosecution of the peanut company was not made available because the company plead guilty, being fined twenty-five dollars and costs. Judge McLemore reprimanded the

New York State Workmen's Compensation Law.

Beginning Monday July 20th, 1914, one cent will be added to the amount of every laundry bundle. We think it but just to our customers to say that it is on account of the cost of the Workmen's Compensation Law. This charge is made, instead of raising the price of any one article, to provide for part of the cost

We are firm believers in Workmen's Compensation, but it undoubtedly increases the cost of production

All increases in the cost of production, whether they be caused by shorter hours, increased wages, increased cost of raw materials, or workmen's compensation, must be borne by the consumer There is no other way IF BUSINESS IS TO GO ON In this instance the employer simply acts as the tax collector and we are told that was the intention of the framers of this law

PUTTING IT ON THE CONSUMER

New York city laundries have met the cost of insurance under the new workmen's compensation law by charging one cent extra on each bundle, as announced in the circular letter reproduced above. For the first ten days after the law went into effect applications for compensation

EX-GOVERNOR BROWN APPEALS TO RACE PREJUDICE.

The Atlanta Independent 5-2-14.

In last Sunday's issue, Ex-Governor Joseph M. Brown, in a fiery article, bitterly denounces the labor unions of the South and declares that they are undermining the social fabric of this section because of the alleged affiliation with the labor unions with the Negro. The Independent has always given the governor credit for his fairness and disposition to give all citizens, without regard to race, a square deal. Throughout his two campaigns for governor of the State he was noted for conducting his campaign not by an appeal to race prejudice and hate, but by a direct appeal to common sense and high order of statesmanship for all classes, which endeared him to every citizen of the State, and you can imagine our surprise when we read his article in last Sunday's Constitution venting his spleen upon the labor unions by an appeal to race prejudice that out Herod Herod. It would have done credit to Tillman, Vardeman and Blease in their palmest days. It seems that in the street car strike that took place in Augusta some time ago that the mayor of that city called upon the governor for the purpose of quelling the waring forces there. The labor unions held the governor to an account for it, and in their conventions at Macon, Ga., and other cities they bitterly denounced him as being an enemy to unions. The governor has smarted under their withering criticisms of his public career as governor. So he has chosen to get back at them, and he does it by denouncing them as the greatest enemies of the South. To substantiate this position, he undertakes to show that they are defiant and antagonistic to the laws of the State and of the South, and that they are undermining the social fabric of the State by their affiliation with the Negroes in the labor unions.

Whatever may be the attitude of the labor unions towards the laws of the State, there can be no doubt that the governor is entirely wrong when he states that they are undermining the social fabric of the South by their affiliation with the Negro labor unions. For how could the white labor unions succeed in protecting themselves by ignoring the Negro unions who constitute not less than 60 per cent. of the entire labor of the South? It would be just as ineffective and unavailing as to leave out one of the factors in a problem in mathematics and expect to get the proper solution and nobody knows this better than the governor. He is making the same great blunder regarding the mutual understanding between the Negro and the white laboring man that has been made by the politicians of the South since emancipation. The laboring men of the South are made up of two elements, white and Negro neither element can accomplish the best results without the other. Nobody knows this better than the governor. The Negro constitutes nearly one-half of the population of the South, and the reason why the South has not been more prosperous and has lagged behind the other sections is due to the fact that the public has yielded to prejudice instead of their good common sense. Our greatest statesmen who have gone to Congress, both in the House and Senate, have yielded, in the last analysis, to their race prejudice and hate. They have counteracted whatever good they have done in the way of statesmanship by giving away to that unreasonable and unreasoning thing, known as race prejudice. This has done more to stunt the growth of this section than all the other things combined. It is the same thing in this city now. They are trying to build a greater Grady hospital exclusively for whites, and so far as Negro is concerned he is not taken into consideration at all. He is regarded as a negligible quantity. They regard him as a non-entity and why? Because they thing, to give him the same showing, the same consideration as a citizen, although a carrier of germs of diseases, that it would smack of social equality. This is narrowness and littleness run mad. It is as foolish as it would be to regard the employing of Negro servants,—such as nurses, cooks and butlers who in so many ways come into personal contact and understanding with their employers to call that social equality, as to regard the affiliation of the white and the Negro labor unions social equality because they affiliate together for their mutual protection and benefit. But just as his predecessors and contemporaries of this section have done, he sets up the poor and foolish howl, "Negro domination, social equality," which is as hollow and unfounded as

a Dead Sea apple. How Governor Brown or any other sensible man can reconcile this to high statesmanship, to say nothing of Christianity, The Independent can not see. It is entirely at variance with every principle of reason, business and statesmanship, and when a man is so little and so narrow as to appeal to one part of the people because they are ahead in order to keep down the other half, who happen to be weaker, he has no claim to political preferment and ought to be relegated to private life where he can do the least harm. Governor Brown is right where he ought to be now,—on his farm. He has shown conclusively that he has outlived his usefulness as a statesman and should not have the opportunity to injure the cause of this State or this section by his narrow and contracted prejudice in public life. His appeal to race hate as revealed in his articles in the Atlanta Constitution last Sunday and the Sunday before, smashes and tears into shreads a public record of a lifetime. Both races had learned to admire and respect the governor as a great statesman and publicist, must have been greatly disappointed and chagrined at the weak and mean utterances in his article of last Sunday. It was narrow and contracted, and showed that the old man is in his dotage, and that he should be relegated to his farm where he can do the least mischief. For the South can not have any greater enemies than such men to represent her preaching the gospel of prejudice and hate between the races. This The Independent repeats has been the South's misfortune and undoing, and it can not prosper and thrive until she has eliminated this class of public men. She needs men who will recognize that all citizens should stand equal before the law and have an equal chance in the race of life and the pursuit of happiness, and any man who is not broad enough and big enough to accord this to all men alike, is too little and petty to be honored to high public office and trust. Governor Joseph M. Brown will go down in history as one of the used-to-bes who outlived his usefulness as a statesman and benefactor.

AN ECONOMIC QUESTION

The New York Age
3-26-14.

(BY LESTER A. WALTON.)

AN invitation has been extended the colored musicians of Greater New York to join the Musical Mutual Protective Union, Local No. 310, which is affiliated with the American Federation of Musicians. This local is the largest in the federation, and every white union musician in Greater New York holds membership in it.

Opinions differ among the colored musicians relative to the advisability of becoming identified with the Musical Mutual Protective Union. There are many who find cause to enthuse over the opportunity given to join the union while others regard the proposition with ill favor. So for the past two weeks the question of joining the union has been a burning one.

At the last meeting of the Musical Mutual Protective Union the board of directors passed a resolution to admit all colored applicants for the next thirty days under a special dispensation, the applicants for membership to be subjected to a modified examination and instead of paying the usual initiation fee of $100 in a lump sum arrangements were made giving colored musicians four years to pay the money, or $25 yearly.

This plan was agreed upon by the officers of the Mutual Protective Union after a conference with colored men who first made overtures to the union to give them authority to organize a branch among the colored musicians of New York. The officials of the union pointed out that no color line was drawn in the Musical Mutual Protective Union that there were already colored Americans belonging to the organization, and that there was no reason why those desirous of becoming affiliated with the union should not be admitted to membership.

The colored men who took the initiative in seeking an alliance with the union say they were prompted to take such a step for future protection. Never before in the history of New York have colored musicians been confronted with such demand, they assert, and the prediction is made that owing to the present dance craze this demand will increase. Colored musicians are now playing in first-class hotels and private homes where in the past their services were not desired, and it is pointed out that at big dances where two orchestras are usually employed—one composed of colored musicians and the other of white musicians who are union men—the former are apt to encounter trouble later on if they do not join the Musical Mutual Protective Union.

The argument is advanced that while temporary permits have been secured to play with the colored orchestras by leaders of white orchestras, competition in the future is likely to make the white musicians more exacting, and the colored musicians should be in a position to protect themselves.

On the other hand, there are colored musicians who declare that they are unalterably opposed to joining the union being unable to see what good it is going to do them. Those who take this position seem to be a bit suspicious of the union's special dispensation, and say if the colored musician was not getting plenty of work no extra inducements would be made to get him to join. According to the opposition, while the colored members of the Musical Mutual Protective Union have hired white musicians, the latter have never returned the compliment. This, it is declared, substantiates the claim that the union would not interest itself in getting colored men work, even if they were members.

If the officers of the union have ulterior motives in admitting colored musicians under a special dispensation, as charged by some, it should not be forgotten that the union did not make the first move to take in colored members. And investigation would probably bring to light that these concessions were made upon the request of the colored men deeply interested in having colored musicians affiliate with the Musical Mutual Protective Union.

But, after all, the question is an economic one, and each colored musician will decide it according to the way he thinks his interests will be best conserved in the future. If, in his opinion his bread and butter depend, to a large degree, on his affiliation with the union he will make application for membership. If his views are to the contrary he will not worry about joining.

Members of the race not directly interested in the question at issue regret that it has been necessary for the Musical Mutual Protective Union to make certain concessions to colored musicians not incorporated in the by-laws and constitution of the organization. That it is necessary for the union to give colored applicants a modified examination is an admission that all colored musicians are not qualified to undergo the usual test to which applicants are subjected.

As the colored American of to-day is only asking for a fair chance to prove his worth in competition with other races, it does not speak any too complimentarily of our ability when we ask that charitable consideration be shown us when we measure arms with white Americans on the grounds that we are Negroes. The only way for men to prove they are the equal of other men is to qualify under the same conditions imposed, all things being equal.

ALONG THE LINE OF PROGRESS IN RAILROAD WORK

Mr. Henry Azmond, Traveling Instructor of Waiters of the Southern Pacific Company Brings Service Up to High Standard.

The Chicago Defender
10/31/14

RISES THROUGH MERIT

Story of the Success of a Worthy and Efficient Man Who Has Infused His Own High Ideals Into Hundreds of Dining Car Waiters.

Following up its story of the one thousand Afro-American employes of the Southern Pacific R. R. Company in its last issue, The Chicago Defender herewith presents to its readers the photograph of Mr. Henry Azmond, traveling instructor of waiters. Mr. Azmond is fifty years of age and was born in Gallatin, Tenn. He is every inch a man, and one of which the race is proud. Unassuming, intelligent, polite, honest and manly, and because of natural ability he has won from his superiors their unstinted praise. After twenty-two years of faithful service he now represents officially the highest standard of the culinary art of one of the largest corporations in the United States. The barriers of prejudice in this instance have been cast aside, allowing merit and honesty their fitting rewards; and from the submerged Afro-American manhood, long suffering from the ills of racial prejudice, comes the gallant and manly Mr. Azmond, a brilliant and successful railroad representative.

Instructs 600 Men.

The dungeon chains are broken! Behold the star of the East! Honest recognition of manhood and ability in the industrial world means as much to the Afro-American as did the Emancipation Proclamation. The Southern Pacific Co. has its efficiency test in every department. In spending its millions of dollars for equipment it recognizes the importance of intelligent labor as a factor necessary in the execution of its plans. In employing Mr. Azmond, who directly instructs each waiter in the department, and there are more than six hundred men, we readily appreciate the importance of perfect service required by this company in its effort to serve the public.

Combine Brains, Hand and Heart.

Politeness, team work, cleanliness, intelligent application of skill, working with the brains, hand and heart, thusly giving work the dignity which it should have, are the teachings of the company through its agent, Mr. Azmond.

This narrative is not long; our motive is simple. It is our desire to place before the public the actual truth concerning the Afro-American. His vices have received the advertisement which would be creditable to Barnum & Bailey's circus, while his virtues are unsung.

Mr. Azmond has served in his present capacity for three years.

Waiters to Be Linguists.

He has under consideration a plan whereby the thrifty and progressive men in the service (and with a view to eliminate all others) may acquire a knowledge of French, German and Spanish languages, which he considers a necessary requisite to successful catering upon railroad trains. To place the waiter on the train on the basis of European workmen of the same class is along the ideas of efficiency which has become necessary. Railroads cater to all nations of the world. We commend the high aspirations of Mr. Azmond, who proposes to bring the Afro-American laborer upon a higher efficiency basis. "If we gain prestige in the future," says he, "we must bring into co-operation our entire forces of the heart, brain and the hand. Success based upon development, knowledge, skill and politeness, [illegible] duration."

Springfield, Mass. UNION

APR 2 1914

Negroes in Philadelphia.

From the Philadelphia Ledger.

The record of the activity of colored people in Philadelphia is an answer to misinformed persons who imagine that the Negro is capable of menial service only. Here is the tabulation:

100	clergymen.	6	roofers and slaters.
60	physicians.	24	plasterers.
32	dentists.	10	paperhangers.
9	lawyers.	57	painters.
75	stenographers.	308	brick and stone masons.
104	clerks and copyists.	176	iron and steel workers.
117	musicians.	96	carpenters and joiners.
45	graduate nurses.	5	electrical engineers.
15	druggists.	15	stationary engineers.
297	retail merchants.		
29	blacksmiths.		
250	postal clerks.		
10	wholesale merchants.		
72	upholsterers.		

The colored people of Philadelphia have one bank, which last year handled over $1,000,000; two drug stores, two hospitals, 14 building and loan associations and 15 insurance companies. They own $10,000,000 worth of real estate.

But a generation or two ago every Negro was of necessity engaged in menial service, and so had his ancestors been for centuries. The progress of the race in Philadelphia is not only encouraging, it is prophetic.

Labor - 1914

The Survey 10/17/14.

War's Effect on Employment

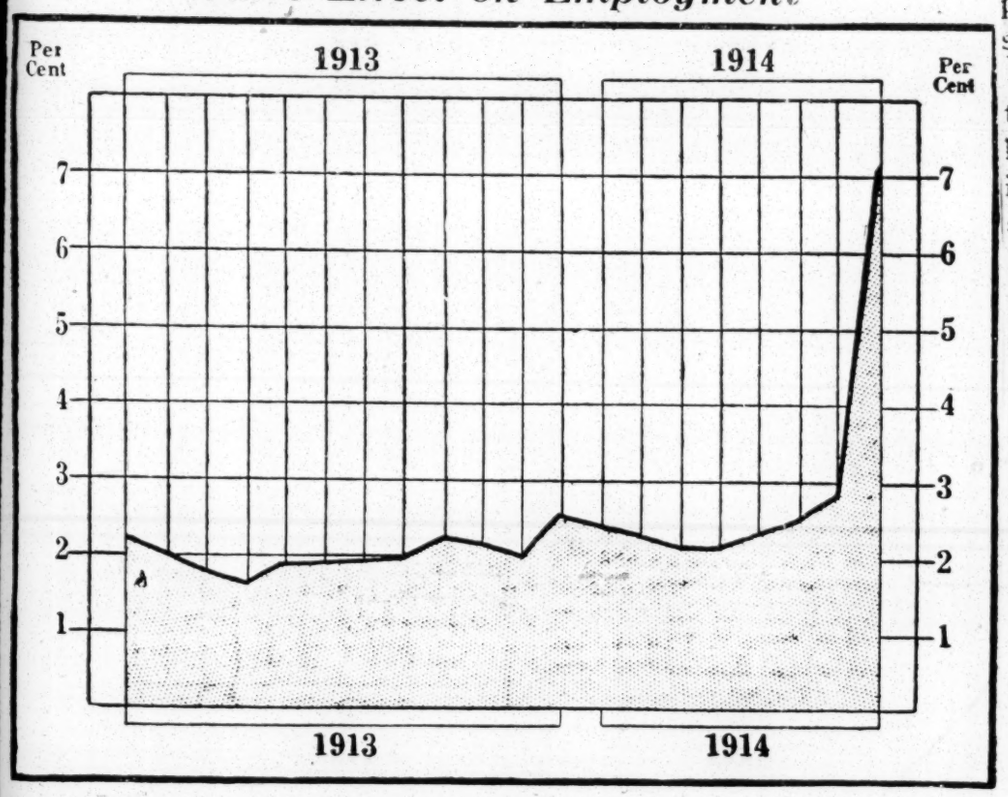


Chart from the *Annalist* showing the percentage of unemployed members of trades unions in Great Britain at the end of each month since January, 1913.

Santa Fe Steward Abuses Dining Car Waiter; Entire Crew Leaves Car

Waiter Makes Mistake and Puts Two Salts on Table Instead of a Salt and Pepper, and Is Fired by Trade Steward, Who Calls Four Detectives and Six Policemen to Eject Him from Platform—Companions Stick by Him in Trouble.

ENTIRE CREW MEN OF LONG YEARS OF SERVICE

Diner Makes Trip to Chicago Without Waiters—Men Are Promptly Fired, but They Consider Treatment Justified Action, and They Have Pledged Themselves to Help One Another as Did the Soldiers of Brownsville Fame—The Good Work of Brooks in an Emergency.

THROTTLING THE COLORED LAUNDRIES.

We are reliably informed that the white steam laundries are discriminating against the colored hand laundries and refusing to accept from them work—such as collars and shirts—that for purposes of economy and despatch must necessarily be sent to the steam laundries.

Conceding the money paid by the white man and that paid by the colored man to be United States, and that it would naturally look alike to the steam laundries, it appears that this is another iniquitous agreement between the white hand laundries and the steam laundries—rivalling that said to exist between the white Lenox avenue liquor dealers and the breweries—for the purpose of eliminating the colored man from the laundry industry. It is an agreement in restraint of trade and against the laws of the United States and every principle of fair play and lawful competition! It is another illustration of the gratitude and principles of the Caucasian. Not satisfied with monopolising the colored trade as far as ignorant colored people, by their indiscriminate patronage, will allow, he must turn his beak and talons on the very vitals of his benefactor, trying by the foulest means to keep down those whose good will guaranteed his success.

This is the white man's gratitude and the white man's business methods, but we want to warn the white laundrymen these high-handed methods won't go in Harlem, where they are in business by tolerance and the patronage of the colored people. They are no more the God-appointed washers of our clothes than the Caucasian race is the God-appointed superior race. The colored laundries are fully capable of taking care of our wash and should be patronized by all loyal race men and women. Patronising others is simply nursing serpents whose poisonous fangs will be lifted against us later on.

WHILE THE SUN SHINES.

Let every young man and young woman who can find himself or herself a job—do so at once and go to work. With the coming of hot weather there is a disposition upon the part of many of those who have work to quit and on the part of those who have no work to stay out of work. In a half-hearted way scores of able-bodied men who infest the street corners of Harlem are looking for jobs but, like the proverb of the day, "They are praying not to find them." The man who continues to tell those dependent upon him that he is trying when he is just waiting for something to turn up that suits his fancy, that he cannot find work, is as a rule telling an untruth. He is not fooling his people half so much as he is fooling himself. The summer has come, the summer will come and go. The fall and winter will catch him where he is to-day, when hundreds of jobs on the farms and even in New York City await the man who is anxious to work. Now is the time to start working hard, that you may earn a good living and lay something by for a rainy day. If you cannot get what you want, take what you can get until you can get what you want. Go to work now. MAKE HAY WHILE THE SUN SHINES.

Kerosene And Colored Cooks.

The Journal & Guide 3-28-14

"The State Board of Health has issued an official warning against the use of kerosene in kindling fires. So far as nine-tenths of the Negro cooks and housemaids in Virginia are concerned the Board had as well be singing psalms to an equal number of dead mules. Among those classes the practice is well-nigh universal and they much prefer to incur the dangers it involves to taking the little extra trouble of preparing kindling. The laziness which prompts the habit is incorrigible; and the peril to country houses can only be averted by using another sort of illuminant or employing another kind of domestic servants."

The above is an editorial paragraph from the Norfolk Virginia-Pilot. It serves as a good illustration of the intolerance with which our Southern white friends are coming to look upon the shortcomings of colored domestics. From the reading of the Virginia Pilot edtorial one would get the impression that the writer, in common with most white folks, expect the poor, ignorant colored girls and woman to be infallible. They are expected to know that which they have not been taught, and when they do not measure up to ideals of the more informed, instead of having a mantle of charity thrown around them they are abused. Ignorance is sometimes mistaken for laziness and carelessness. If our friends did not think that "education spoils a Negro" there would not be so much room for complaint. If colored domestics received less abuse and more wholesome instruction from their employers they would render better service.

ATLANTIC CITY CHAUFFEURS ORGANIZE

Atlantic City, N. J., July 19.—The Chauffeurs Mutual Aid Association of New Jersey was organized here recently, with a large membership. It is intended for mutual help and will pay sick and death benefits. The Association starts out with a membership of 100, and promises to be very helpful to all its members.

THE PULLMAN COMPANY AND ITS PORTERS.

THE PULLMAN COMPANY HAS AT LAST REALIZED that the porter, next to the traveling public, is the biggest factor in their business. Evidently some new blood recently infused into the management or the "higher-ups" of one of America's richest corporations has told his associates that the long suffering porter is a human being. At any rate the recent agitation against tipping which brought to light the fact that Pullman Company porters were the poorest paid of any servants employed by the public carriers has resulted in a desire on the part of the company to get closer to the porter. To that end several meetings have been held in this city with the object of getting better results all around.

The company, through its speakers, laid considerable stress upon the affability of the porter, a point having no bearing in the least in any effort to better (if improvement is needed) when the work of a railroad porter is considered. Ever since the funny vein has struck the writers in the American press the affable porter has been their main stock in trade. In later years the traveling public has considered the porter's affability a part of the company service and the hard worked porter has been the only sufferer. LET THE PULLMAN COMPANY PAY ITS PORTERS LIVING WAGES. Let the Pullman Company provide better eating and sleeping accommodations for them and his smile will be of the brand that won't come off. Getting into closer touch with the porters, in lectures and schools of instruction is a good plan, one which The Chicago Defender heartily endorses, but the paramount trouble with the Pullman Company is that it does not pay its porters living salaries. The Chicago Defender, always the friend of the porter, advises them to do their work with care, be polite, make good records and share responsibility. The work of the company is even more simple. First increase the porter's pay and then reward meritorious service with something more substantial than stripes upon their arms.

ITALY'S PARTICIPATION.

No single incident, past or potential, would have a more favorable and instantly noticeable effect on the colored people of this country than the participation of Italy in the European reversion to savagery and the recall to Europe of the many thousands of cheap laborers and underhand competitors now intrenched in this country at the expense of the decent livelihood of both white and colored laborers.

The invasion of the cheap Italian laborer, supplemented by the Black Hand Societies for the promulgation of Italian ideas, has been almost complete. A few years ago colored men were employed on a salary basis on the boats as shoeblacks, with the opportunity of making whatever tips they could. The Italian came and paid for the privilege to work in this capacity. He dispensed with the salary and virtually paid the "boss" for the privilege of the shoe black stand. The colored man was also intrenched as porter in the saloons, receiving a salary and having the privilege of the bootblack stand, but here again the cheap Italian came and ousted him with his offer to do the porter work for the privilege of the stand.

There was no competing with such a rival. His expenses were very much smaller than the colored man's. He could afford to work for almost nothing and yet save enough to go back home and establish terms of familiarity with King Alphonso and his court. Taking him back to the battlefields of Europe may perhaps establish better conditions in this country for the true sons of the land—the men who are not bothered with any European affiliation and are ever ready to spend their lives in the defence of this country.

THE SOUTH'S ETERNAL SERVANT PROBLEM.

The Atlanta Constitution has an interesting study of the South's ever-present and ever-increasing servant problem, a problem which "is preying upon the energies of the competent and incompetent housekeeper, and driving many families into the crowded atmosphere of the apartment house, hotel and boarding house."

The Advertiser some time ago remarked that of the problems we have with us always in the South, not the least among them was the servant problem, in spite of the fact that the servant class is strong in numbers in this section.

There are fundamental reasons for this condition. These reasons are brilliantly summarized by our Georgia contemporary. Says The Constitution:

> The conditions leading to the inefficiency of the negro in domestic service may be attributed to: First, the sudden taking of the negro from his owner's home, where, during slave time, he was credited to be the model domestic servant. Second, the change in social conditions which brought the life of the South from the plantation as the family center to the city, which scattered the center. Third, the evolution of modern woman, which has enlarged her sphere and taken her out of the home into the upbuilding of community life, through the school, the church, and the social institution, thus depriving the servant of the patient training she formerly gave him. Fourth, the failure of the common school system to equip boys and girls for the fundamental duties of home-making and housekeeping, and the error along similar lines in the curriculum of the negro school. Fifth, the failure of housekeepers to come together to discuss the problems which confront them, and their failure to recognize the efforts being made by the negroes themselves in establishing domestic science schools.

Even in the rural parts of the Alabama Black Belt, where in many instances the population of the negroes is greater than the white by ten to one, the problem is very acute and trying, as much so as it is anywhere else in the United States—if not more.

Two or three years ago The Advertiser amazed The New York Times and several other Northern newspapers, by the statement that the servant problem throughout the South was always knotty and ever provoking. The Times was under the impression that only in the North, where white servants predominate, did the servant problem rise to annoy and trouble the housekeeper.

But it is in the South where the servant class is so numerous that the problem is most serious.

The first condition named by the Constitution is as that paper says, "unavoidable"—that is, the sudden freedom of the negro and the radical change which came upon him when he gained his liberty. And two other conditions are unavoidable, "the change of the base of the Southern life from the plantation center to the town, the evolution of woman and the broadening of her sphere." These are not avoidable.

"But," says The Constitution, "in the readjustment of the school system of the State, which is in active working, there is the greatest hope ahead for readjustment of life in the home. And the schools, not merely elementary, but those heading to so-called higher education, following the same principle, are making for a generation of young men and women who will have as a part of their fundamental training the sciences which pertain to homemaking and direction. A similar improvement is being pushed in the training of the negro youth, and the result patiently awaited is leading to efficiency—the watchword which should be impressed upon the mind of every child of the commonwealth as his chance in chance."

This is particularly so in Alabama, where notable progress is being made in those numerous schools which essay to train the youth in the real arts of

THE EMPLOYED.

The new federal commission on industrial relations toward the end of minimizing chronic unemployment is to recommend something in the nature of a national employment bureau with jurisdiction over interstate employment agencies, and with authority to collect data concerning need for workmen in all places.

Unemployment is not an unusual thing in this country. It is not dependent upon industrial depression. Frequently there is the paradoxical spectacle of men unemployed in the high tide of boom times.

Many students explain this fact on the ground of faulty distribution of labor, and faulty distribution of labor rises out of inadequate information as to where labor is needed. We cannot too soon have the truth about this situation.

There always will be an element of unemployment in this country that is unavoidable. But where unemployment can be traced to economic causes that are susceptible to remedy, that remedy should be quickly applied.

North Carolina Plant With Black Labor to Start in December.

Charlotte, N. C., Oct. 28.—The new cotton mill, erected for the employment of colored labor, being built by J. H. Adams and associates, next to the colored normal school in the eastern end of the town, will be ready to start business by December.

Labor — 1914

The New York Times 5-7-'14

THE I. W. W.

Because of the scant and grudging justice done him in the courts of this country's law, because of the political persecution and civic serfdom which the South forces him to suffer, because of the industrial segregation with which the North keeps him down there is widespread wonder that the black man does not join the ranks of the "I. W. W." The hard times which the Wilson Administration have brought upon this country daily swell the ranks of this latter-day Coxey's Army. But the brethren of black complexion among the Industrial Workers of the World still remain conspicuous by their absence. Colored women are lynched in the Southern States, innocent black men are hounded and burned at the stake for the crimes of degenerate white men, whole communities are wiped out, their houses and churches are burned down in the riotous rampages of cowardly Southern mobs, but we find black men neither preaching the socialistic doctrine of civil discord from the street corners in New York nor do we hear of black "Free Silence Mourners" haunting the occupant of the White House—the nominal if not the actual head of the Negro-hating South now in the saddle at Washington. Those within and without the ranks of the I. W. W. are dumfounded that the colored citizen in this hour of internal and foreign strife does not rise up en masse and strike a hard blow and bargain for liberty, justice and equality. Knowing not the souls of black folk the nation's patriots do not know it is the black man's loyalty and patience; those who would destroy this republic's institution can not but believe that it is his ignorance and indifference.

The black man has yet to reach the development where he may become disgusted with private property and capital These are the very goals that he would reach, believing that they are the greatest passports in this nation at least to justice and equality. His race is too young to spurn these sweets of modern civilization. He does not ask that the rich be made to give their goods to the poor, neither does he ask that the churches furnish him free lodging nor the restaurants give him free food. He simply asks for work that in the sweat of his daily toil he may earn his bed and board. He, thank Providence, does not yet believe that work under the capitalistic system, as the Socialists say, is a waste of time. He simply wants a fair field and no favors, that he may stand as high as he can build, that he may work at the thing at which he is fitted. He neither joins the labor union to deny all outside the right to work, nor does he avoid service in the National Guard because he would build up class lines and class dominations and anarchy. The black man is the most conservative and stable element in this country to-day. But those in office and out of office who manage this nation's destiny do not reckon with his worth. Clouds of labor wars, compared to which the present bloody Colorado miners' troubles are pastimes, hover upon this country's horizon. The tramps, malcontents, the ne'er do well Socialists, the annoying anarchists of to-day are but as a corporal's guard to the murderous anti-capitalist hordes of to-morrow's white America. The Union Square riots of to-day are only ill omens of the conflicts between white classes that will run this country's streets red with blood. Then and not until then will the grave mistake be apparent to the captains of this nation's industry that they did not give the black laborer and artisan the training and the chance to help to do the nation's work Then and not until then will the monstrous injustice of not giving the patient, patriotic, plodding black man a man's chance be apparent to those who would preserve this a republic.

DON'T JOIN THE UNION

Just as we said to the colored musicians some time ago we now say to the colored elevator men: DON'T JOIN THE UNION! The musicians in few instances did not join the union; they are still free to make contracts with whom they please and where they please and the result is that the coming Broadway season promises to be their most prosperous one. Had they heeded the siren songs of the labor leaders, white musicians would now be getting every one of the places possible that they filled last year, while they would be on the waiting list, to be given the poorer pickings and to be shelved absolutely in the course of time. So long as black men can keep the labor market open they can supply themselves the service which the public preferably demands. Let them give the bargaining for their services into the hands of white labor leaders and the public would not only not prefer their services but the leaders would eventually put their services into the discard. The same thing is true of the elevator men. Let them once join the union in large proportion and they seal their own doom. The promises of the labor union to black men have been and will continue to be flimsy as paper and of no longer endurance than will serve the union's purpose. The American Federation of Labor was conceived in an effort to uplift white labor by excluding black labor. Despite its fair promises the Federation of Labor's most evident unwritten law is the exclusion of black men from labor that white men can do. Its attitude, all denials by white or black men to the contrary nothwithstanding, is the attitude of the driver of a bad horse—the tighter he holds the reins on him the better you can manage him. We measure our words: It is far better for the black elevator men to stay disorganized and get work even under inferior conditions, longer hours and less money, than it is for them to join the union and get no work. It is better still for colored elevator men to organize themselves as have the musicians of the Tempo and Clef clubs and the Amsterdam Musical Association and then demand equal considerations and conditions. We say to all colored elevator men: Don't Join the American Federation of Labor!

THE WHITE MAN'S VIEW OF LABOR CONDITIONS

"Where There Can Be No Color."

(From Columbia State.)

The Guardian Leader

"Before we can make substantial progress in South Carolina, it is necessary for white men to disabuse their minds that the whole white population can be lifted up while the Negro population is pressed back.

"The well-to-do white man hires a Negro to drive his automobile because he can hire a Negro cheaper than he can hire a white man—the Negro being able to live on less than the white man requires. Money draws no color line. The white merchant or the white banker prefers the custom of the property-holding Negro to that of the propertyless white man.

"We hear the 'segregation of the Negro on the farms.' Meanwhile we see the segregation of the white man in the towns.

"I want to get a job in a cotton mill' Do you think the mills are going to shut down?" That question was addressed to the writer by a white man in Richland County within the week He was advised that he would better stay on the farm—that he would be happier even if he saw less cash in the year on the farm than in the mill "But I can't afford it," was the reply. "For working five days in the week I get $3 and all I have besides is a little patch of land that I work for myself Saturdays. I can't rent a farm because I lack the means to make a start."

Why does that white man receive only 60 cents or 75 cents a day? Farm hands in his neighborhood, white or black, are paid that wage—and the Negro can live on it and the white man can't. Such is the plain answer. Of course, the man wants to go to the mill.

"The white farmer who does not become an employer of Negro labor usually must compete with it.

"Here in the South we erect certain artificial barriers to protect white labor from Negro competition. We do not employ Negroes in cotton mills nor on street cars and railroad trains. It is right that we do not. There are other industries that by tacit consent we hold for white men exclusively. But to the white farm laborer we extend no such protection. The wage scale for white man and Negro is the same on the farm..

"Let us not think that the white man segregated in the town and village is wholly freed from Negro competition. That competition is merely modified.

"So long as nearly one-half of the white men in the country are landless, and so are in competition with the Negro, they may be drawn upon by the white employers in the city.

"The army of 150,000 white men, women and children, living on other men's lands in the country, are the reserve labor supply of the employer of white men in the city. The city laborer is in competition with them, and their wage is fixed by the Negro farm laborer. Thus the city white laborer's pay is influenced by the Negro's wage.

"What are we going to do about it?

"Shall we gradually find work for all landless white men in the white occupations in town and leave the country wholly in the hands of the Negroes and the white landlords?

"That, in our opinion, is the process now going on.

"In Iowa the farm labor is all intelligent and well paid. Were Iowa a cotton State in the same sense that South

Carolina is, Iowa would, without serious inconvenience, be able to turn to the production of corn and grain, in the present emergency. We have, in South Carolina, the soil and climate to produce corn, small grain, fruits, poultry, vegetables and live stock. If our labor were trained and informed, it would be easy to turn to these things and the cotton problem would present no difficulties next year.

"The trouble with our Negro labor is not its color. Its ignorance and its low living standard, due to ignorance, are its trouble.

"We believe that common sense no less than sense of duty should cause the State to treat every man, black and white, as an asset and to do its utmost to develop the man. To show a man how to do the best possible for himself is to make him do the best possible for the State. The individual problem can never be solved on race lines.

"Nearly half of our white population is gaining in wealth no more rapidly than is our Negro population, and about one-eighth of the Negro population is gaining more rapidly than is three-eighths of the white population.

"To try to draw the color line in industrial progress is folly; it is insanity. Nor can it be reconciled with any just or any Christian principle. We can and do draw it, with partial success, in certain industries, and it is proper that there should be no interference with the exclusion of Negroes from those industries; it is a happy circumstance that we have those industries as a refuge for white labor, but if we mean to help all white laborers we must be willing to help all laborers; to treat them justly, to help them to obtain industrial training and improve their condition."

Atlantic City
REVIEW.
NOV 28 1914

THE COLORED WAITER

His Contribution To The Success And Popularity Of This Resort

Ever since the importation of the colored man into this country, in 1619, he has shown himself to be valiant trustworthy and true to his employer. No matter what position has been assigned him, whether that of great or small responsibility, whether indoors or out, his chief aim has been to promote the interest of his employer. In no place has he been more conspicuous and succesful than in the dining rooms of the hotels of the country, from the modest and unassuming country tavern to the most magnificent and palatial hotels of today.

Soon after the emancipation, and for a number of years, the position of the waiter was looked upon as a degrading occupation. This was particularly true to the middle and western states. As a result the barn of discrimination were put up against the waiters in all business, professional and society functions. On account of this discrimination, waiters would as far as possible hide their identity, but thanks to the hand that shapes all things, in a few years the people of my race began to realize the fact that it was not the occupation that makes the man or gentleman, but the combination of intellect and good morals. During these early years the hotel business in this country increased rapidly, the European plan at that time being unknown in America, the hotels were conducted upon the American plan ,the ssytem to which the colored waiter seems especially adapted, and, like the busy bees, they worked industriously in the dining rooms of all of the hotels throughout the country, and if you would know how well they have succeeded read the financial success of every hotel in every city and resort in America.

The colored waiter has made the American hotel famous all over the world. It was the earnest toil of the colored waiter, at low wages and oft times rough treatment, that gave Saratoga its fame as a resort years ago. The same is true of the Florida hotels; of these at Hot Springs, Ark., and of those at Hot Springs, Va. But in the last few years there has been a great revolution in the colored waiter as well as there has been in the art of waiting and other helps of industry. We find the colored waiter not only adapted to the American plan of service, but we also find him an apt student in gastronomical and culinary sciences, consequently, whenever given an opportunity, he demonstrated his real ready faculty to master the European plan when he was given the opportunity.

On account of so very many avenues of earning a livlihood being closed against us as a race, we find the educated young men, coming from the best families of our race, engaging in the culinary profession. The young colored student who is struggling for an education, and who is compelled to earn his tuition fees during the summer for the next term find the dining rooms of the hotels his most helpful salvation. The presence of such young men in the hotels has a tendency to elevate the less fortunate brothers, and thus the revolutionizing has been going on until the waiters of today are in most cases eudcated men from families of good standing ,with the best principles and good morals; and the cases are few where they are better educated than the guest they serve.

The new progressive colored waiter has proven a boom to his race. Through the educated colored waiter, the social arts of the whites have come into the possession of the colored. The table and dining room etiquette of the more fortunate are now practiced in similar colored society functions The rich expressions and opinions heard by the waiter as he stood behind the guest's chair has always ben assimilated. The opinion of learned men in all professions and of politician and of statesmen heard at the dining table has been absorbed and made their impression upon the mind of the progressive waiter, and thus I could go on and enumerate fo ran indefinite time pointing out the possibilities of the observing and progressive young man in the business.

But suffice it to say, just as true as the late Bishop Arnett, Lawyer F. L. McGee, Dr. Faverman, and other noted men, rose from the positions of waiters to the highest in their respective professions, and just as true of a great many of our leading men of today were at one time waiters, there are a million young men of our race marching to the front to take the places o fthe many who have preceded them. In view of what I have said, it is with pleasure that I introduce the colored waiter of today to the visitors and friends. I wishs to call especial attention to the part that he has played in the helping to make Atlantic City famous.

A few years ago Atlantic City was unknown; at first there were no hotels, only a boarding house here and there. The proprietors of these boarding houses were in most cases poor, but industrious. They employed the colored waiter because he could render the service needed better and be paid less than any other class of employes.

Through his never failing service and his contented and worked in peace, avoiding strife and strikes. and giving service that like magic compelled the guest to return to the resort the boarding houses hapidly increased. Here and there a better hotel was erected, until the city was made famous for its palatial hostelries and became the queen resort of the world; all of which can be attributed in a large measure to the service of the colored waiter when the fame of this city was in the making.

Many of the boarding house proprietors of years ago are now proprietors of large hotels that form the sky line of the five miles of the beach front; several of them still employ colored help in recognition of the past faithfulness of service and to show that they still have faith in his ability to render the best service in the future.

In closing this quotation "The Black Man's Burden," seems appropriate:

Take up the Black Man's Burden,
Ye errant sons of Ham,
And bear it as ye once did,
With the meekness of a lamb.

A thousand years of slavary,
To white man greed and sin,
Has left a show on your soul.
Much darker than your skin.

Take up your heavy burden,
With courage, not despair,
And show the world your claim is just.
The white man's boon to share.

Give up your fond illusion,
Of pleasurable ease;
Know work an dself denial win,
In stirring times like these.

Take up the Black Mans burden,
Youll learn it soon or late,
That all good things come to those
Who hustle while they wait.

Mr. W. F. Cozart is the founder and the first president of the head and side waiters National Association and author of the Waiters Manual, the first book on waiting ever published in this country.

In my communication published last Sunday on the subject of the labor unions. I said that, as amazing as the statement might appear, I would show than labor unionism is taking steps calculated to undermine the social fabric upon which our civilization is built. This state I will verify by reference to the voluntary acts of labor union organizations. The first of these were in the south, the last section, by the way to which I would have looked for such acts. I quote from the press dispatches which were in various Georgia newspapers.

"WHITE MEN STRIKE
"TO GET NEGRO'S DEMANDS.

Mobile, Ala., Sept. 10, 1913.—All mebers of the white longshoremen's union quit work today to enforce the demands of the negro locals, over 2,000 strong, for increase in pay and have demanded that the stevedores sign the scale proposed by the negroes. The strike threatens to assume a national phase as the men claim that vessels which the longshoremen refuse to load at Mobile will not be handled by longshoremen at other ports. Over 3,000 men are out."

"WHITE MEN DEMAND THAT
"NEGROES JOIN UNION.

Galveston, Tex., Sept. 16.—Loading of all vessels here today was stopped because of a dispute between white and negro laborers.

"Four labor unions belonging to the International Longshoremen' Union and a negro cotton stowers union not affiliated with the international are involved.

"Members of the four unions have demanded that the negroes affiliate, and it is believed if this is accomplished work will be resumed. No question of wages or controversy with employers hase been raised."

"CONFERENCE FAIL
"TO SETTLE STRIKE.

"Galveston, Tex., Sept. 18.—Several conferences on the Galveston water front controversy today brought no

meaon Ga Telegraph
Apr 24/14

JOSEPH M. BROWN ORGANIZED LABOR LEAGUING WITH MASS OF NEGRO MEN

Former Governor Gives Promised Reply to Attacks Made On Him by Georgia Federation of Labor.

Declares That in South the Labor Union is Imperilling The Social Fabric Now Obtaining.

Quotes News Reports to Show Organized Labor Forming Alliances With Negro Industrial Workers.

ATLANTA, April 25.—Former Governor Joseph M. Brown today gave out a reply to the criticisms aimed at him by members of the Georgia Federation of Labor, at its recent meeting in Macon. The typographical emphasis is that of Former Governor Brown as indicated in his manuscript. It is as follows:

To the People of Georgia:

It has been deemed that there was an impassable gulf between social equality of the white and negroes, but the members of white labor union, in voting to affiliate with members of negro labor unions, have made the first move calculated to bridge that gulf.

results. None of the strikers, estimated by International Longshoremen association leaders, as 3,000 cottor screwmen, longshoremen and draymen resumed work.

T. V. O'Connor, president of the International Longshoremen's association tonight addressed the Lon Star cotton jammers, colored, wit the proposition that they affiliate wit local 329, colored cotton screwmen, affiliated with the International Longshoremen's association. Demand tha the negro screwmen affiliate with th union is one of the main points of th strike to be settled."

Another telegram from Galvesto